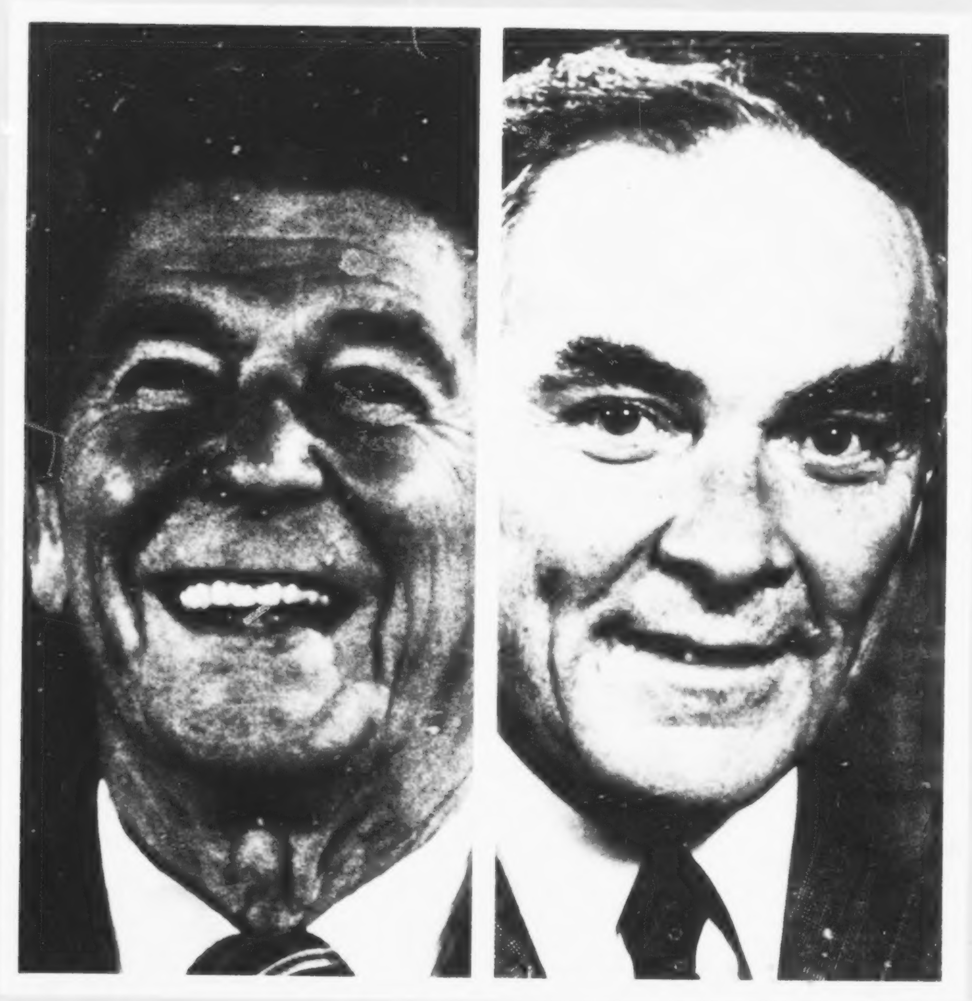
230

State

The Newsletter United States Department of State January 1981



The Transition

S1-118.

New Name

With this issue—our 230th—this publication retires the name Newsletter, in favor of STATE. State, of course, is where you're at. Whether you are of the Foreign Service or the Civil Service, State is your agency, and STATE is your magazine.

Readers will recall that we intended earlier to change our name; we asked for your suggestions. But then we had to defer the project to await a general revamping of the graphics design of Department of State publications, which is now being completed.

We think that, with our new name, we're in step not just with that project, but with you. We will continue to function (primarily) as the Department's newsletter for its employees and retirees. But this is a *two-way* channel of communication. You may sound off in STATE. We want your letters, your drawings, your poems, your photographs, your articles about life in the Foreign Service and the Civil Service. We want your observations about the work and the workings of the Department of State.

State offers you STATE. Browse around in the new format; let us know what you think of it.

—THE EDITORS

State
The Transition

THE COVER—President-elect Ronald Reagan, left, will direct U.S. foreign policy starting at noon January 20. He succeeds Jimmy Carter. He has chosen Alexander Haig, right, to replace Edmund Muskie as Secretary of State. Also: The yellow ribbon on the tree, at upper right, will remain in this place on our cover until the U.S. hostages in Iran are free.

All issues available have been filmed. Unfortunately, any scattered missing issues are no longer available.

NEWARK PUBLIC LIBRARY
FEB 4 1981
U. S. GOVT. PUBS.
DEPOSITORY 376

State

January 1981 • No. 230

Letters to the Editor

'Frustrated'

CASABLANCA, MOROCCO

DEAR SIR:

Somehow, someway there must be a better system than the one the Department has now for expediting personal cars and household effects to Foreign Service employees overseas. My most recent experience with the present system has left me completely frustrated and disheartened.

On November 17, I received a form letter from the Transportation Operations Division, dated October 8, stating that my household effects were with Guardian Transport in Washington, and that I should call the firm for delivery. This droll bit of information arrived here in Casablanca two-and-one-half months after my arrival, and after several cables asking the despatch agent to intercept my effects coming from Brisbane and transship them to Casablanca.

The same day, I also got a cable from the Department informing me that my automobile, which had been delivered to the port of Baltimore in early October, was still at the port. The explanation? A ship, on which the car was to have originally been transported, canceled (?) its stop at Casablanca. I was to now, according to the cable, expect the car to arrive sometime next month, about four months after my arrival at post.

Surely, in this age of computers and rapid electronic communications, there has to be a better way of keeping track of Foreign Service shipments and of getting the household effects and personal vehicles to personnel abroad without months of delay. Setting up and dismantling a household every two or three years are onerous chores in our business, but sitting in hotel rooms or in bare Government quarters while waiting

—(Continued on Page 62)

2

TODAY
FOREIGN SERVICE EXAM
6

19

34

News stories

2 Haig is Secretary-designate
10 Roles of 2 refugee offices
11 Civil Service evaluations
11 Affirmative action hiring
12 Rail service to Baltimore
30 Early-a.m. language classes
31 "New breed" language classes

Feature stories

6 "E-Day" for 21,000
8 Drafting do's and don'ts
12 Wear ribbon, says Queen
13 Diplomat's dramatis personae
19 State through 200 years

Photo stories

9 Envoys arrive at posts
10 Envoy "escapes"
14 Best photos of 1980
34 Post of month: Maracaibo

Departments and features

29 Alcohol awareness
61 "American Diplomacy"
18 Appointments
28 "Ask Dr. Korcak"
47 Bureau Notes
7 Diplo-Crostic, by Becker
30 Education and Training
1 Letters to the editor
68 Library Booklist
13 New Directives
10 News Highlights
66 Obituaries
38 Personnel: Civil Service
43 Personnel: Foreign Service
29 Quiz, by Blachly
62 Transfer Tremors

Index: Newsletter 1980 64

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85.

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott ☐

The Transition

Gen. Haig is Reagan's choice for Secretary of State

West Pointer was aide first to Vance, then to Kissinger

Gen. Haig, left, arrives at C Street entrance to Department building, on December 22. *Secretary Muskie* **is at right.** ***(Photo by David M. Humphrey, Visual Services)***

PRESIDENT-ELECT Ronald Reagan on December 16 announced his intention to nominate Alexander Meigs Haig Jr. as Secretary of State, succeeding Edmund S. Muskie. Mr. Haig, 56, president and chief operating officer of United Technologies Corp., Hartford, Conn., since December 1979, is a retired four-star general of the U.S. Army. He served as President Nixon's chief of staff at the White House, 1973-74. He then became commander-in-chief of the U.S. European Command and, also, supreme allied commander, Europe, at the Supreme Headquarters of Allied Powers in Europe, serving from 1974 until his retirement from the Army in 1979.

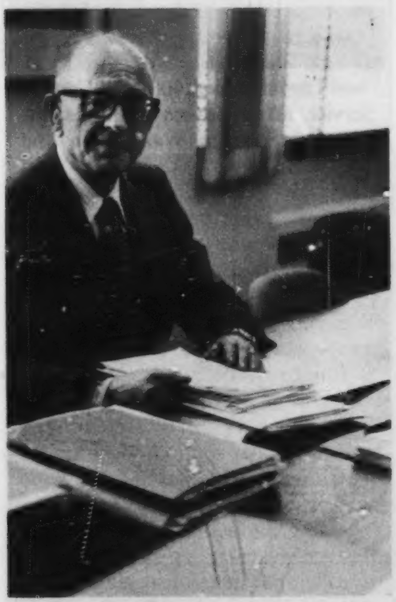
In announcing jointly the selection of Mr. Haig to the State Department post, and of Raymond Donovan, executive vice president of Schiavone Construction Co., Secaucus, N.J., to be Secretary of Labor, Mr. Reagan said:

"Alexander Haig and Raymond Donovan are individuals with proven records of success at the highest levels. Though from different backgrounds, they are united in their determination to send a signal to the world that America is on the march again—that our foreign policy will be clear, consistent and strong and that our domestic policy will be one of common sense, fairness and equality of opportunity. Whether it is negotiating with other nations or between labor and management, Alexander Haig and Raymond Donovan bring experience, intelligence and creativity to the table. They are part of a team and they share my belief that cabinet government is the best way to be true to the hopes and dreams of the American people. They share with me a determination to restore pride in our country both at home and abroad. We have a historic opportunity to show the world and ourselves that our greatest days are not behind us—that the American dream can still come true. With Alexander Haig and Raymond Donovan serving the people, I know we can reach that great and worthy goal."

Mr. Haig was born on December 2, 1924, in Bala-Cynwyd, Pa., the son of a Philadelphia lawyer. He attended the University of Notre Dame for two years, then was admitted to the U.S. Military Academy at West Point, in 1944, receiving a bachelor's in science in 1947. Later, as a tactical officer at the academy, 1953-55, he studied business administration at Columbia. He then took a two-year course in international relations at Georgetown, where he received a master's in 1961. He also graduated from the Naval War College in 1960 and the Army War College in 1966.

Mr. Haig received his commission

Among Department officers assigned to the transition at State are *Marc Grossman*, left, *Jeanne Ronchetti* and *Tony Wayne*. *(Photos by Donna Gigliotti)*



***Robert G. Neumann*, former U.S. ambassador to Afghanistan and Morocco, is director of the Department's transition team for President-elect Reagan. An author and a political scientist, he formerly headed the Institute of International and Foreign Studies, University of California, at Los Angeles. He is currently with Georgetown's Center for Strategic and International Studies.**

as a second lieutenant in the Army in 1947. He served as staff officer in the Office of the Deputy Chief of Staff for Operations, 1962-64, and as military assistant to the secretary of the army in 1964. From 1964 to 1965 he was deputy special assistant to the secretary of the army and deputy secretary of defense. Between these assignments, he served in Japan and Korea.

During the early '60s, when he was a staff officer in the Pentagon, he attracted the attention of Joseph Califano, who was then general counsel of the army. Mr. Califano recommended Mr. Haig to Cyrus Vance, then secretary of the army. When Mr. Vance became deputy secretary of defense, he appointed Mr. Haig as his deputy special assistant. Mr. Haig later saw action in Vietnam as commander of the First Battalion of the 26th Infantry. After returning to the United States, he was named regimental commander of the Third Regiment of the corps of cadets at West Point. Promoted to colonel, he later became deputy commandant at West Point in June 1968.

Mr. Califano then recommended Mr. Haig to Henry A. Kissinger, who was to become the assistant to President Nixon for national security affairs. Mr. Kissinger appointed the colonel as his military assistant on the National Security Council staff. Mr. Haig served in that capacity from 1969 to 1970. From 1970 to 1973 he was the deputy assistant to the President for national security affairs.

As Mr. Kissinger's deputy, Mr. Haig helped reorganize the National Security Council staff and took charge of the meetings when Mr. Kissinger was absent. He often briefed President Nixon. In addition, he was a troubleshooter, making frequent trips to Saigon to obtain firsthand assessments. He participated in the Paris peace negotiations on Vietnam, and accompanied Mr. Kissinger to China.

President Nixon promoted Mr. Haig from a two-star to a four-star general in September 1972, and designated him vice chief of staff of the army. He assumed that office in January 1973. Later that year, following the Watergate revelations, Mr. Haig was called back to the White House as chief of staff. He played a key role in the days preceding President Nixon's resignation.

He continued to serve as President Ford's chief of staff. In September 1974 Mr. Ford recalled the general to active duty and named him to the military posts in Europe.

While serving there as head of the Allied forces, General Haig escaped an assassination attempt. A bomb exploded near his car in Casteau, Belgium, on June 26, 1979. The blast, set off by remote control, damaged the security car trailing the general's limousine. Mr. Haig and three other men in the car escaped injury, but three security guards were injured slightly. Commenting on the incident, Mr. Haig said he saw two motorcycle riders drive away from the scene. He also revealed that there had been several threats on his life during the year. He resigned the posts as of June 30, 1979, and special "stepping-down" ceremonies were held in Casteau.

Mr. Haig later made a series of speeches in the United States and, for a time, considered running for President. In December 1979, however, he turned to a business career, becoming head of United Technologies.

During his long career Mr. Haig has won national and international honors. He has been decorated with the Distinguished Service Cross, Silver Star with oak leaf cluster, Legion of Merit with two oak leaf clusters, Distinguished Flying Cross with two oak leaf clusters, Bronze Star with oak leaf cluster, Air Medal with 27 oak leaf clusters, Army Commendation Medal, the Purple Heart and others. His foreign decorations include Grand Officer of the National Order of Vietnam; the medal of King Abdel-Azis of Saudi Arabia; Grand Cross, Order of Merit, from the Federal Republic of Germany, and other citations.

Mr. Haig also has been awarded the Distinguished Service Medal of the Department of Defense; the Army's Distinguished Service Medal; the Man of the Year Award from the U.S. Air Force Association; and the James Forrestal Memorial Award. He holds honorary degrees from Niagara University, the University of Utah and other institutions of higher learning.

Mr. Haig is vice president of the Society of the First Division. He also is a trustee of Loyola College and a director of ConAgra, Inc., the Crown Cork & Seal Co., Chase Manhattan Bank and Chase Manhattan Corp.

Tall, and athletic in build, with graying brown hair, Mr. Haig likes to play tennis, handball, golf and squash. Last April he underwent open heart surgery, to unblock three arteries. He has said that the operation was completely successful.

Mr. Haig was married in Tokyo, on May 24, 1950, to Patricia Antoinette Fox, a concert pianist and the daughter of General Alonzo P. Fox. They have three children—Alexander P., Brian F., and Barbara E.

He visited the Department on December 22, making his first call here as Secretary-designate. Secretary Muskie greeted him at the C Street entrance, and the two went to Mr. Muskie's office. Mr. Haig then went to the transition team offices in Room 1208 and conferred with a group headed by Ambassador Robert Neumann, team director. □

Gen. Haig on the record

In a supplement to the autumn 1980 issue of Washington Quarterly, Gen. Haig wrote:

"The best way to sustain professional motivation and morale is to use the bureaucracy and draw on its talents, skills and experience. Because of their dedication, the career professionals can have no better incentive than a sense of real participation in the work of government. A wise administration will leave to the professionals—under appropriate policy-level supervision—the tasks they are best qualified to undertake. . .

"Regardless of the short-run benefits a given administration might derive, few things could be more deleterious to the long-term interests of our nation than a politicization of our professional military and civilian career services. Promotions will signal to the professionals whether candor and objectivity are rewarded or whether amiability and flexibility are more desirable. In the context of senior career assignments and promotions, knowledge, skills and a proven performance should never take second place to political contacts or party affiliation. . .

"The White House staff exists to support and advise the President in making his own decisions and to monitor the executive branch's execution of those decisions. . .The staff does not exist to become an independent center of line authority or power in competition with the Cabinet or other executive branch components. When it does so, or is allowed to try, serious trouble ensues. . ."

Letter to Muskie: Mondale praises Foreign Service

Vice President Mondale has written Secretary Muskie the following letter concerning the State Department. The Secretary asked that it be shared with all his colleagues in the Department and overseas:

DEAR ED:

As we complete the work of this administration, I am writing to convey my very deep appreciation for the superb support I have received from the Department of State during the years I have been privileged to serve as Vice President.

The members of the Foreign Service, all employees of the Department of State in Washington and overseas, should take well-deserved pride in their reputation for excellence and in their record of dedicated service and achievement. It has been my pleasure to witness this performance at firsthand not only in Washington but also during the course of official visits to more than 30 foreign nations.

Of greater importance, the Department of State should take pride in its contributions to the attainment of the vital goals set by the President over the past four years, including the maintenance of peace, the safeguarding of our nation's security and the implementation of a global foreign policy based on this nation's most cherished and enduring values.

Again, with thanks and with best regards,

Sincerely,
WALTER F. MONDALE

Richard Allen ***(Photo by Glenn Hall, Visual Services)***

Open Forum hears Reagan adviser Richard Allen

Richard Allen, senior foreign policy adviser to President-elect Reagan, returned to the Secretary's Open Forum on December 8 to discuss the incoming administration and the State Department. Mr. Allen had first met with the Open Forum in April 1980, in his capacity as Governor Reagan's chief foreign policy adviser during the presidential campaign. Nearly 1,000 persons came for his second appearance to the Dean Acheson Auditorium, to hear him describe the role he envisioned for the Department under the new administration. His talk, like others at the Open Forum, was off the record.

Joining Mr. Allen at the dais was Ambassador Robert Neumann, head of the transition team at State. Mr. Neumann has been scheduled to meet with the Open Forum on January 16 for a summary analysis of the transistion process.

Recent Open Forum speakers have also included the assistant secretary for East Asian and Pacific affairs, Richard Holbrooke, who offered his views of the Foreign Service, both as a former Foreign Service officer and as a political appointee; columnist Jack Anderson, who noted that ours was the only foreign office in the world where he could have met with a group like the Open Forum, to analyze presidential leadership of American foreign policy and diplomacy today; and J.B. Kelly, British scholar on the Middle East, who discussed Western policy in the Arabian peninsula and the Persian Gulf. ■

President Carter **and** ***Secretary Muskie*** **joined scores of friends and colleagues who honor former** ***Secretary Vance*** **at a reception in the Department November 18. Mr. Vance was presented an antique chest, which he then donated to the Diplomatic Reception Rooms. Lauding Mr. and Mrs. Vance, the President said: "The Foreign Service is one of sharing... There is not a husband or wife employed in the State Department, in the service of our nation, whose spouse does not share in the fullest sense of the word that common dedication to a great nation."**

E-Day: 'In spite of Tehran. . .'

BY LEONARDO NEHER

The author, a veteran Foreign Service officer, has served in every geographic region except Europe.

OUT TO Wakefield High School in Arlington, Va., early in the morning. It's Saturday, December 6. Big turnout today for the Foreign Service exam.

Mr. Neher

After five years of steady decline, the number of applicants to take the exam has soared: 21,000 this year, worldwide. That's 3,000 more than last year.

The Office of Personnel Management, successor to the Civil Service Commission (it administers the exam here in the United States) has put us in Wakefield High School. This is too far from the center of metropolitan Washington. No bus or subway connections. Have to watch that next year.

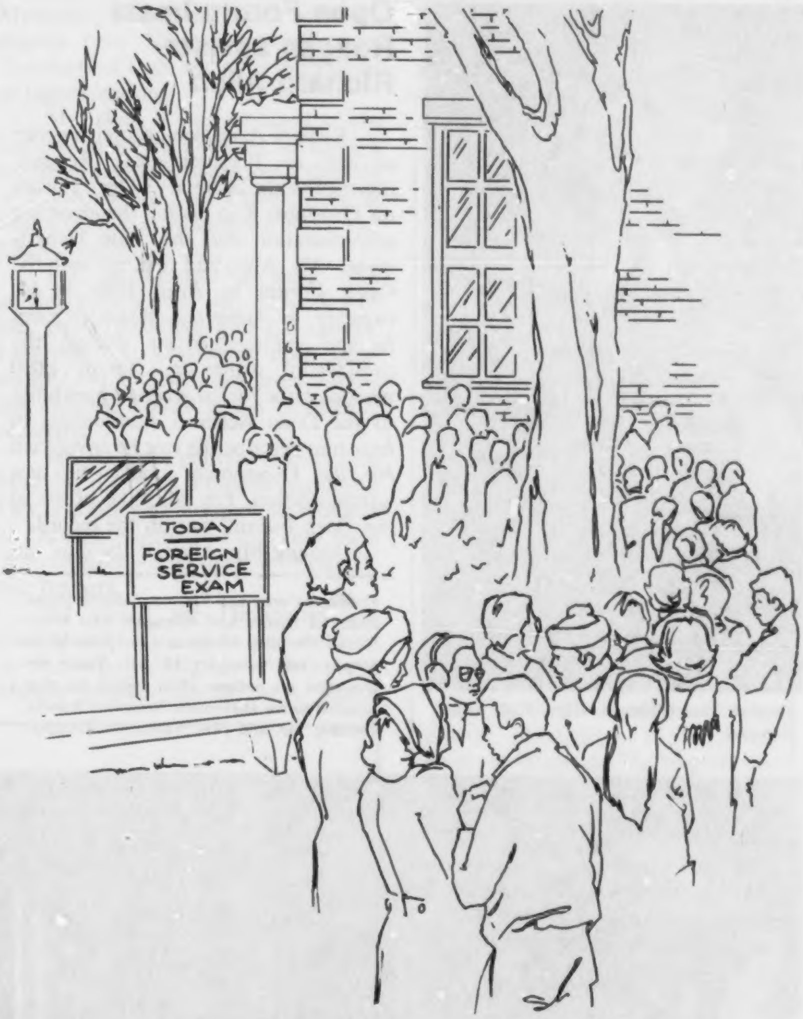
All street parking spaces are taken. Cars are lined up in the street leading to the school, trying to get into the parking lot. No other spaces are available for blocks and blocks.

Everywhere: people walking, converging, lining up. It's only 7:15 and already the line is long. Goes clear out to the parking lot entrance.

I'm inside now, working my way through the crowded main corridor. "Excuse me. I'm a monitor." They see my white mustache. Nobody *that* old could be taking the exam! They step aside. I finally make it to the first room.

There's Brenda Anderson. And Linda Frantz. "Hi, how's it going?"

"234, 235, 236. . ."



"Oh, sorry, I didn't realize you were counting."

The people are entering too slowly. For this many, it will take too long. Timing the entry: 40 per minute.

"Linda, let's open the adjoining door. Have them direct traffic to both doors."

That's better. Timing it. O.K., rate almost doubles. Seventy-eight per minute.

Neat system. Cards all counted out, one for each seat in this room—the cafeteria. When the cards are gone, we'll close the doors and move to the next room. Same for all 47 rooms in the school. We'll use them all today. Must be 1500, 1600 people here.

O.K., it's all under control. There are more than 100 exam monitors from State and the Office of Personnel Management, as well as key staff people from our Board of Examiners. And Brenda. Gone from the Board of Examiners, but still taking charge. Loves the exam. Not the exam, of course, but *doing* the exam. Can't stay away from it—and shouldn't. Came down from her new assignment at the Foreign Service Institute today, to help. Ought to recommend her for an award. And Linda, who'll be the new Brenda.

Outside again, walking along the line, the whole line, from the door to the end. Look at them! Mostly young. All sizes and builds. Bundled against the chilly December air. Wonder how the exam is going right now in North Dakota, Minnesota, Montana. Too early. They haven't started yet. But they've already finished in Japan, New Zealand, Australia. Warm down there. Beginning of spring. How many places around the world? Two hundred fifty-five consulates and embassies doing the exam today? Something like that. And 150 or more placed here in the States.

Look what's happened to the line since I went inside. Clear around the entry to the parking lot, doubles back to the sidewalk, then to the street and way down the sidewalk.

Let's talk to some of them. "Hi. I'm the staff director of the Board of Examiners." Puzzled look. "Lot's of people turned out today."

"Yeah."

"Think you'll make it?"

"Hope so."

"Know how many people we actually appoint every year?"

"Yeah. About 200."

"Right. 200-250. You've got a lot of competition."

"Yeah. But that's O.K."

"Well, good luck." Can't resist my big grin. Grins back. We shake hands.

"Hi, Mr. Neher!"

"Hi, Andrea! Good luck!" Works at State Department.

Walk the line. It's two, three, even four abreast, and still stretches 'way down the sidewalk. Watch the eyes. Someone you've met. Will recognize you.

There. At Georgetown U., when Ambassador Ron Palmer and I did our recruiting bit.

"Hi. Cold out here."

"Hi. But that's O.K."

"How're you going to do today?"

"O.K. I'll pass it." Big smile.

"Bet you will! Good luck."

Look at the number of blacks, Hispanics and other minorities in the line! Maybe our targeted recruitment will really pay off this year.

"Hello." A young man is speaking to me.

"Hi."

"Northwestern. Last year. You spoke to a group of us."

"Sure. September. I remember. How'd you do last year?"

"Passed the written. Flunked the oral."

"What happened?"

"I don't know. Uptight, maybe. A little scared. Muffed a couple of questions."

"How'll it go this year?"

"O.K. I think I'll make it."

"Lots of competition."

"Yeah. But that's O.K. I'll make it."

"I agree. You'll make it." We exchange handshakes, smiles.

Let's try one at random. "Hi. I'm the staff director of the Board of Examiners. You've got a lot of competition." Young woman. Bright eyes. Alert.

"Yeah. I don't mind."

"How come you want in the Foreign Service?"

"I don't know. I've always wanted it."

"In spite of Tehran and the dangers?"

"Oh, sure. Maybe even because of them."

"Living conditions aren't always that good. . ."

"Hey, I was Peace Corps in Upper Volta for two years."

"And you want to be in the Foreign Service."

"Yeah. Always have. That's what I want." Serious, pleasant, intent, but a slight smile.

"Good luck."

"Thanks."

And that's what they want. All of them. Maybe 15,000 people, mostly young, who take the exam. The best. Lined up across the United States, or filing into embassies. Or maybe being the only one, in that remote consulate, poring over the questions, watching the minute hand of the clock and glancing occasionally at the monitor.

They want the Foreign Service. That's all they want. And they're determined to get it. ☐

Mid-level oral exams

The Board of Examiners has announced it no longer gives a second oral examination to all mid-level career candidates seeking appointment as Foreign Service officers. The responsibility for commissioning these candidates has been transferred to the Commissioning and Tenure Board. The changes became effective January 1. The board is preparing regulations which apply to mid-level career candidates already in the Service who are subject to a second oral examination. ■

Solution to Diplo-crostic puzzle No. 7

(See December issue)

[Grant] McConnell.
[*The*] *Modern Presidency*

"In an age of bureaucracy, the presidency remains a remarkably personal office. The individual who occupies it makes a difference. At almost any time it can be said that had someone else been chosen to office things would have been different."

A. Mesabi
B. Chickenfeed
C. Civil War
D. Offense
E. Not So Hot
F. Nimbus
G. Ethic
H. Lawyer
I. Left Feet
J. Madison
K. Oath of Office
L. Defense
M. East Asia
N. Ricer
O. Neruda
P. Presbyterian
Q. Rough
R. Empathy
S. Sarabande
T. In The Mood
U. Dienbienphu
V. Election Team
W. Nagasaki
X. Cleveland
Y. Yucca

On the Job

Some pointers for drafting officers

BY CURLEY MARX*

1. Don't end a sentence with a preposition unless you absolutely have to.

2. Remember to always avoid splitting an infinitive.

3. Don't use a comma as a semicolon, it's apt to confuse people.

4. If you are not sure how to spell a word, look it up in the dictionery.

5. Don't use no double negatives.

6. If any word is awkward at the end of a sentence, a linking verb is.

7. Spell out numbers from 1 to 9, and use numerals for ten and above.

8. A verb turned into a noun can be a disconcernment.

9. If you had a verb and a noun in the same sentence, make sure it agree in tense and number.

10. The umlaut should be included when using German words requiring it, such as olé, arrière-penseé, mañana.

11. Seek out viable alternatives to cliches.

MARK STAFFORD '80

Mr. Marx

12. If you reread what you've written, you'll often find during the rereading that a lot of repetitive redundancies can be discovered and singled out while you're rereading the text again.

13. And I know you've heard it a million times but don't begin a sentence with a conjunction, and don't exaggerate.

**Curley Marx is the journalistic byline of Bangkok diplomatic couriers Bill Curley and Dick Marx. It is a combinative nom de plume like "Woodstein." In Cambodia, such a name would be called a Phnom Penh.* □

ENVOYS ARRIVE

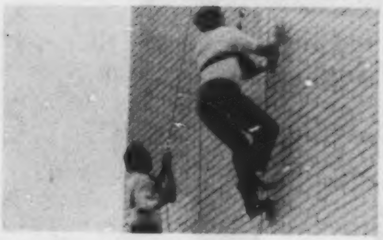
BISSAU, Guinea-Bissau—Ambassador *Peter Jon de Vos*, left, and President *Luis Cabral*, during the ambassador's presentation of credentials.

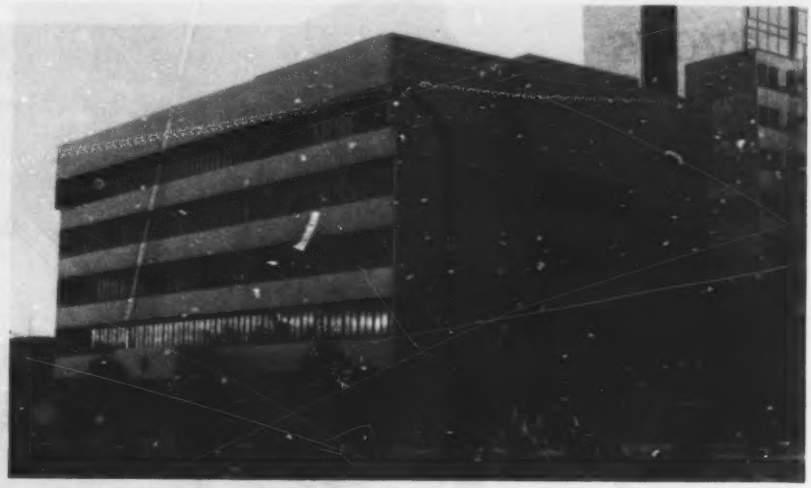
NUKU'ALOFA, Tonga—In this Pacific island nation, Ambassador *William Bodde Jr.*, left, presents his credentials to His Majesty King *Taufa'ahau Tupou IV*. *Mrs. Bodde* is on right.

News Highlights

EXTRA! ENVOY 'ESCAPES'!

KUWAIT—In an emergency evacuation drill in this Persian Gulf country, Ambassador Francois Dickman, right, goes over the side with a fellow escape artist, regional security officer Mark Sanna. The photos show them descending the four-story U.S. embassy annex as they demonstrate equipment to the staff. ☐





NAIROBI, Kenya—This is the new U.S. embassy office building that opened December 8. It's a five-story concrete structure with two basements, containing an area of some 70,000 square feet. The design architect was A. Epstein & Sons, Chicago. Project managers for State's Office of Foreign Buildings were Thomas C. Coffey and James A. Lovell.

Separate roles of 2 refugee offices are delineated by State

With the move of the Bureau for Refugee Programs to its own quarters—it formerly shared space with the Office of the U.S. Coordinator for Refugee Programs—the Department has clarified the roles of the two offices dealing with refugee matters.

The bureau develops, formulates and implements policy in international refugee matters, a Department Notice of November 17 pointed out. The bureau also "funds and monitors" bilateral and multilateral overseas refugee relief and assistance programs, and manages a program of refugee admissions into the United States.

Ambassador-at-large Victor H. Palmieri, the coordinator and a member of the Secretary's staff, is concerned with "broader interagency policy questions." He is not involved in direct operational responsibility for international refugee programs. The coordinator's office focuses on the overall coordination of U.S. Government refugee policies and programs—both domestic and international.

The bureau is the primary point of contact for State Department bureaus on issues which may bear on international refugee matters. The bureau also has primary responsibility within the Department for assuring that the coordinator's office is informed of and brought into issues bearing on coordination of overall U.S. Government refugee policy.

Ambassador Frank E. Loy is director of the bureau, with rank equivalent to that of an assistant secretary. He reports to the Secretary, but also retains a close working and consultative relationship with the U.S. coordinator for refugee affairs. The director has overall responsibility for the development, formulation and implementation of policy regarding overseas refugee relief, repatriation and third-country resettlement. He is also responsible for the management of overseas refugee programs.

Members of the bureau staff include June Ward, staff assistant; Christian R. Holmes, deputy assistant secretary for refugee programs; Richard J. Harrington, director, Office of Policy and Planning; Douglas J. Harwood, executive director; Ron Davidson, director, Office of International Agency

Coordination; and minister-counselor Frank Sieverts, U.S. mission, Geneva.

Under James Purcell, deputy assistant secretary for financial management, are Marvin F. Smith, comptroller; Frank Moss, director, Office of Program Budget; Donald Gendron, director, Office of Contract Management and Financial Analysis; and James Lawrence, director, Office of Management Information and Program Evaluation.

W. R. Smyser is deputy assistant secretary for international programs. Under him are Karl Beck, director, Office of African and Latin American Refugees; and Jerry Hoganson, director, Office for European and Near Eastern Refugees.

Shepard Lowman is deputy assistant secretary for Asian programs. Under him are Henry Cushing, director, Office of Asian Refugees; and Lacy Wright, director, Kampuchean Working Group. ☐

Performance reports for Civil Service due February 10

Civil Service performance evaluations for the January 1-December 31, 1980, rating period are due in the Office of Performance Evaluation, Bureau of Personnel by February 10. JoAnn Jenkins of that office observed: "This allows 40 days, and gives each participant in the process—the rating officer, the employee, the reviewing officer and the review panel—10 days to complete his or her part." The evaluation should be completed on Form OF-196. For 1981, a new rating system will go into effect, in keeping with the Civil Service Reform Act.

As in the 1980 plan, 1981 work requirements for all Civil Service employees must be defined within 45 days of the start of the new year. But in the new system, work requirements are to be identified through definitions of specific "critical job elements" and performance standards. "It is illegal under the act," Ms. Jenkins said, "to rate employees without informing them of their work requirements and performance standards." Any employee who has worked under one supervisor for 120 days or more (increased from 90 days under the old plan) must be evaluated by that supervisor.

"All rating officers are obliged to discuss the evaluation with the rated employee when the report is written," Ms. Jenkins asserted. "In addition, at least two periodic performance review and counseling sessions between the rating officer and employee are required under the law.

"We encourage employees to take more control during meetings with rating officers, instead of simply reacting to what is said. All steps of the evaluation process should be documented, and employees should try to establish the ground rules for their jobs at the beginning of the performance cycle by making requests for training and job enrichment. If you believe your rating is inequitable, you should bring those feelings, to the surface."

Information on the new system is available in bureau executive offices and in the Office of Performance Evaluation. ☐

Affirmative action hiring change is announced

Under a recent change in the Department's Affirmative Action Junior Officer Hiring Program, employees who are members of minority groups may apply for appointment as career candidates in the Foreign Service. The expanded program is open to all minority persons (blacks, Hispanic-Americans, Asian-American, American Indian, Alaskan native, or Pacific islander) who meet the qualifications for appointment. Minority persons now in the Department in any personnel category, other than Foreign Service officer and Foreign Service officer candidate, may apply on an open competition basis, according to a Department Notice of December 9.

Applicants must be eligible under existing laws and regulations to accept Foreign Service Reserve appointments. They also must be at least 21 at the time of appointment, have at least a bachelor's degree from an accredited college or university, and be available for worldwide duty. Successful applicants will receive four-year appointments in the Foreign Service Reserve at the R-8 or R-7 level, depending on qualifications and experience, with the understanding that before four years they must qualify for career (FSO) appointments. If they do not qualify, they will be entitled to reemployment in their former status if they have career tenure, or are otherwise legally eligible for reemployment rights.

Employees who wish additional information on the program, or who are interested in applying, may contact the Foreign Service Recruitment Office, SA-

Plumbers' report

A character known as CYRUS, STATE magazine has learned, is the chief suspect in news leaks from the Department. Following is an excerpt from an article in the New York Times Magazine, December 7, Page 82:

"Another Yale program, [a computer] named CYRUS, has been analyzing news stories about Cyrus Vance, former Secretary of State. When asked questions about Vance's activities, CYRUS searches its data base and formulates answers. Asked, for example, if Vance's wife ever met the wife of the Soviet leader, Leonid Brezhnev, CYRUS decides that the answer to such a question probably resides in analysis of diplomatic social functions where both Vance and Brezhnev have been present, since their wives probably also would be there. It discovers that the two men did, indeed, attend the same reception with their wives and concludes that Mrs. Vance and Mrs. Brezhnev probably have met, since the wives of the two men undoubtedly would be introduced at a diplomatic reception."

15, Department of State, Washington, D.C. 20520. □

Rail service has opened to Baltimore airport

The General Services Administration has advised the Department that on October 26, 1980, a new rail station has opened linking Baltimore/Washington International Airport with Washington and Baltimore. It is the nation's first intercity air/rail/ground transportation connection. Seven northbound trains from Washington and seven southbound from Baltimore serve the new station each weekday. On weekends at least four trains will be provided in each direction.

Free shuttle bus service will connect the new rail station with the main airport terminal.

The station will be served by both AMTRAK and Conrail commuter trains. From Washington, the 30 to 45-minute trip to the airport will cost $3.50 via Conrail and $5.55 on AMTRAK. From Baltimore, the 20-minute trip will cost $1.75 on Conrail and $3.55 on AMTRAK. This compares with the $6.50 one-way fare by limousine from downtown areas of Washington and Baltimore.

In accordance with the administration's desire to reduce travel costs, all Department employees using the Baltimore airport are being encouraged to choose the lower-cost rail service where feasible.

Information on schedules can be obtained from AMTRAK (202) 484-7540 or Conrail (202) 789-0344. □

Queen says: Write, wear the ribbon

You—yes, *you*—can help the U.S. hostages in Iran. Richard Queen, the returned hostage, says so. He told STATE magazine, on the eve of the holidays, that you can (and should):

- Write letters to the hostages.
- Wear the yellow ribbon that has become a symbol of their confinement.
- Attend the Sunday evening candlelight vigils across the street from the Iranian embassy in Washington.

"I can assure you that these things do matter," he said. "I can tell you that from my personal experience. Sure, you'll ask: But will the mail get through? How can they know about the ribbons and the vigil? Well, all I can say is that, somehow, the word does filter through—and letters were passed on to us—and this meant everything to us. These were our links with the outside world. This is how I, for one, was able to overcome the dread that we were being forgotten . . . that we were lost."

Mr. Queen was interviewed in his office at Main State, where he has been doing administrative chores, full-time, since Labor Day. He was accomodating and cheerful, remarking that his health is good. "I expect to be here until late summer," he said, "and then I'll be reassigned. I've already put in my wish list for some posts in Europe.

"Altogether, I received about 100 letters before I was released in July. Every one of them was important to me. I don't know how much mail the others were receiving because, for the most part we weren't allowed to communicate with each other. But we would get to hear about each other's letters, sooner or later. If you write, you can't count on your letter being received, or on getting an answer. But you shouldn't assume, either, that it didn't get through.

***Mr. Queen* and his ribbon: "The word does filter through."** *(Photo by Robert E. Kaiser, Visual Services)*

"In the beginning, I was with about 22 other Americans; we weren't permitted to speak to each other. Later, I was moved to a place where I had two roommates, and we were then allowed to talk."

News moves slowly in captivity, Mr. Queen related. He said he heard about the release of the first 13 hostages, and later about the six who were spirited out of Iran by the Canadians—but, in each case, well after the events had occurred. "I'm sure the news is filtering through just around this time about my own release in July," he said.

Asked about the yellow ribbon he was wearing, he asserted: "I'm doing my part. It's the least that I can do.

"I want to see them freed but, at this moment, I have no more basis than you for feeling optimistic or pessimistic."

Job, retirement seminars are being scheduled

The Department is again offering separate seminars on retirement planning and jobseeking, as part of its Alternate Career Planning Program. Enrollment in each will be limited to 20, first-come, first-served. However, employees leaving State will be given priority. Correspondence courses will be available for those assigned overseas, or otherwise unable to attend the sessions in Washington.

All full-time, regular employees of State, regardless of grade, pay plan or the authority under which they were appointed, may apply for the three-day job search seminar. Those currently eligible for retirement, or within three years of eligibility, may apply for the two-day retirement course. Retirees may apply up to one year after their retirement date.

Information may be obtained directly from the Department's contractor, THinc Group, Inc., Suite 1150, 1629 K Street N.W., Washington, D.C. 20006, 223-3003. ☐

Retiring employees have insurance options

The Department's Retirement Division has reminded employees planning to retire, who are eligible to carry their federal life insurance into retirement, that they must fill out Form OPM 1452, electing the amount of insurance they want after age 65. Employees have three choices:

- 75% reduction. After age 65, the insurance "depreciates" at the rate of 2% of face value per month, to a minimum of 25% of the original face amount. There is no cost to the employee for this option.
- 50% reduction. The insurance "depreciates" at the rate of 1% per month after age 65, to a minimum of 50%. The cost is 65 cents per month per $1,000 of basic coverage, commencing on the day following retirement.
- No reduction. The employee retains 100% of life insurance after age 65. The cost is $1.75 a month per $1,000 of basic coverage, commencing on the day following retirement.

Information and copies of the form may be obtained from the retirement office, Room 1251. ☐

For State's ICA alumni

Retired Department employees who served with ICA, USIA or the Bureau of Educational and Cultural affairs, are invited to the ICA/USIA alumni reunion in the main ballroom of the National Press Club, May 1. Dinner, at $15 per person, will begin at 8 p.m. A cash bar will open at 6:30 p.m. Checks, made out to the ICA/USIA Alumni Association, should be mailed to the Reunion Committee, c/o Rosenfeld, 1514 34th St. N.W., Washington, D.C. 20007. ☐

Book on blindness

Carl R. Fritz, an AID retiree, has published a book entitled "Combating Nutritional Blindness in Children: A Case Study of Technical Assistance in Indonesia." (Pergamon Policy Studies, 207 pp., $15). ■

New directives

Personnel

The December 6, 1980, competitive examinations have been announced for candidates for career appointments as Foreign Service officers of the Department of State and the Department of Commerce, and as Foreign Service information officers of the U.S. International Communication Agency. The three agencies will use a joint examination system for entrance-level career appointments, which will be as Foreign Service Reserve officers of Class 8 or 7. (Uniform State/USICA/Commerce Issuance) (FAMC No. 36)

The validity of FAMC No. 765, "Exemption from Premium Pay of Foreign Service Officers and Foreign Service Information Officers," has been extended to October 1, 1981. (Uniform State/AID/USICA Issuance) (FAMC No. 38)

The validity of FAMC No. 813, "Precepts for the Special Review Board," has been extended to October 9, 1981. (FAMC No. 39)

The validity of FAMC No. 814, "Precepts for the Performance Standards Boards," has been extended to October 9, 1981. (FAMC No. 40)

A revised table of contents for Volume 3, "Personnel," has been issued. (TL:PER-507)

Effective Monday, October 6, 1980, the official working hours of the regular basic workweek for the Department were changed to begin at 8:15 a.m. and to end at 5:00 p.m., with 45 minutes for lunch. (TL:PER-1093)

Financial management

New procedures were issued for handling U.S. energy savings bonds (Series EE), which replace the former U.S. savings bonds (Series E). (Uniform State/AID/USICA Regulations) (TL:FIN-256) ☐

The U.S. diplomat's dramatis personae

The Office of the Geographer, Bureau of Intelligence and Research, has released its 1980 edition of "Status of the World's Nations." Published every two years, the 19-page publication has an up-to-date listing of nations, dependencies and areas of special sovereignty. Information includes the official country name, its capital, population and area (in square kilometers).

Issued with the publication is a separate political map of the world, in color. There are two appendixes—an alphabetical and a chronological checklist of nations that have come into being since World War II, beginning with Lebanon (1943) and ending with Vanuatu (last July 30). The publication notes that the number of nations has more than doubled since the end of the war—from 70 to 165, as of last August 1. Some of the interesting facts it relates:

- Three countries extend to a second continent—Turkey, the Soviet Union and Egypt.
- Africa, nearly bereft of independent nations before the war, now has 51—more than any other continent. Asia has 38, Europe 33, North America 17, and South America 15.
- The United States is the only country that stretches from inside the Arctic Circle to inside the tropics.

The publication gives the long form and short form of each country's name. For example, Libya is also the Socialist People's Libyan Arab Jamahiriya. The full name for Uruguay is the Oriental Republic of Uruguay. Gambia is officially called The Gambia. Another "the" is The Bahamas. The "saint" in Saint Lucia and Saint Vincent and the Grenadines is spelled out.

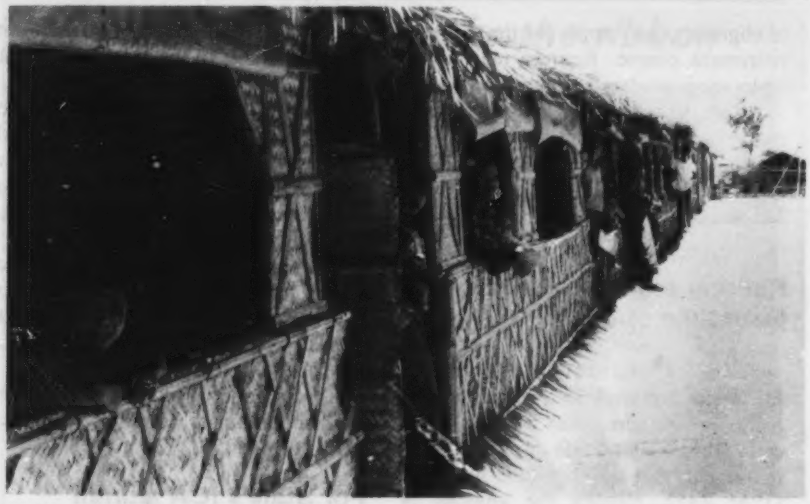
State employees may obtain copies of the publication from the Office of the Geographer, Room 8742. The publication is for sale to the public at the Government Printing Office bookstore in the State Department building, Room 2817. ☐

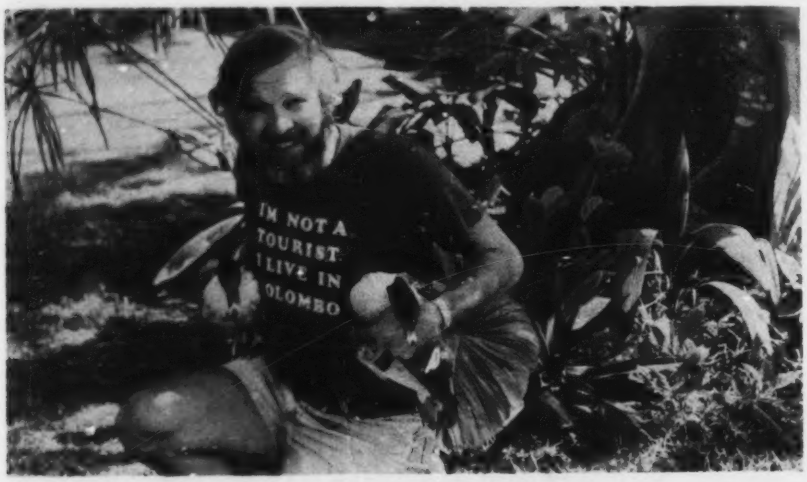
Best Photos of 1980

Without question, it says here, these photographs are the best that appeared in the NEWSLETTER in 1980. At least that's what the editors hereby decree.

JULY—Refugees at the Khao I Dang holding center in Thailand. ***(Photo by Donna Gigliotti)***

APRIL—*Judith Chidester* "gorilla-sitting" with *Charlie*, in Rwanda.





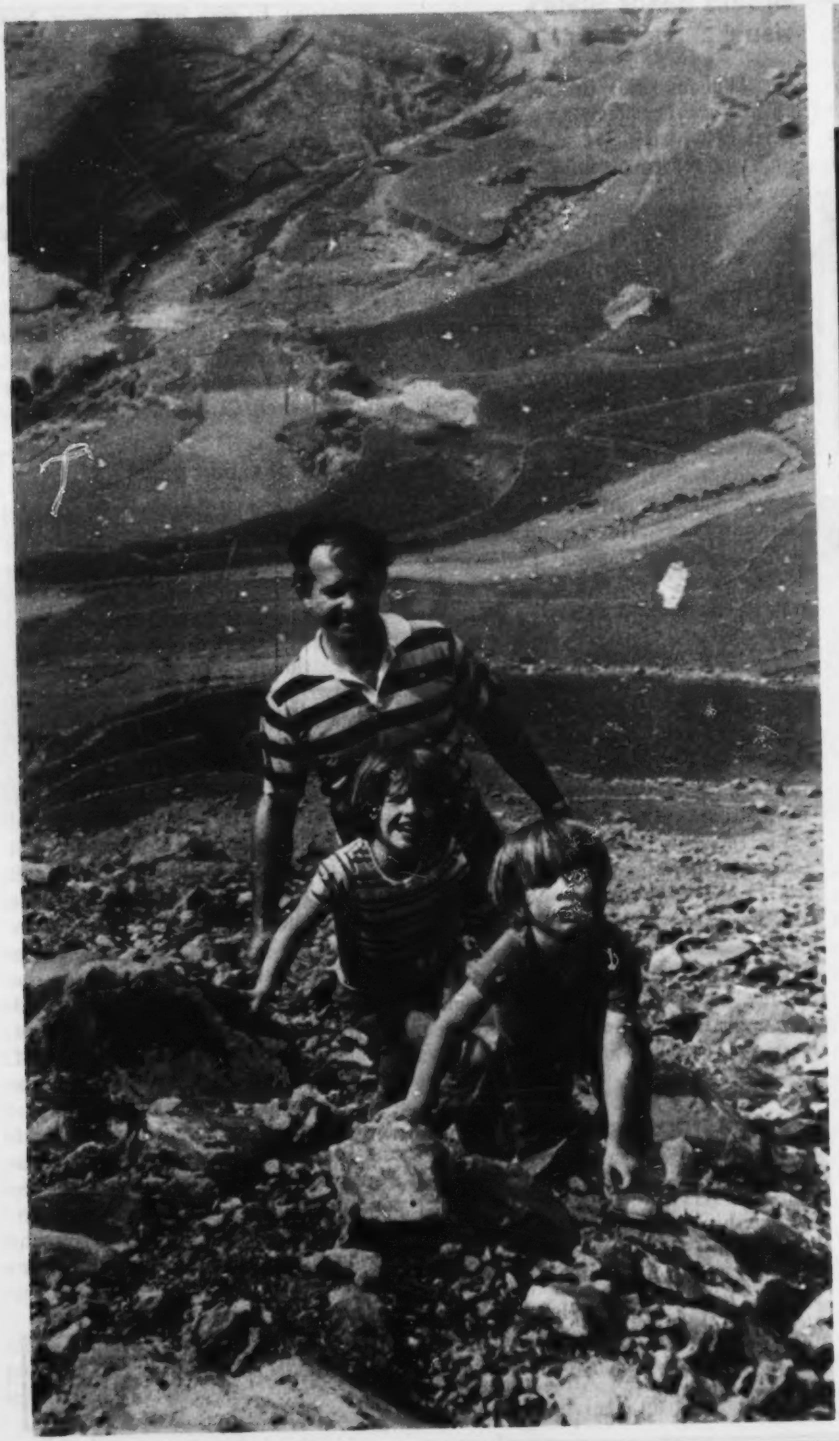
APRIL—*Gene Wojciechowski,* economic/commercial officer in Sri Lanka, goes nowhere in his garden without his geese, who protect him from snakes.

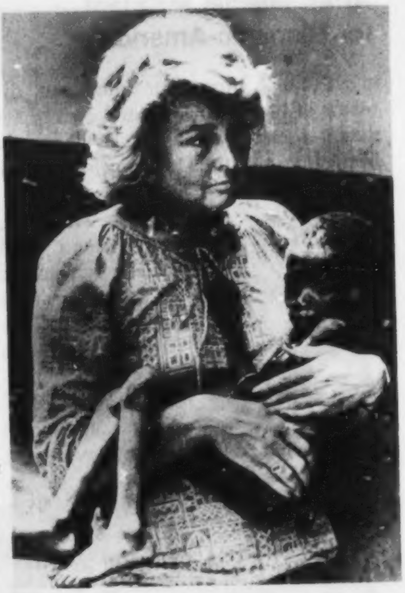
JANUARY—Part of crowd at rally in Washington urging release of the hostages in Iran. *(Photo by Donna Gigliotti)*

AUGUST/SEPTEMBER—*Richard Queen,* one of the hostages, is greeted by *Secretary Muskie* as he arrives at Andrews Air Force Base after eight months of captivity in Iran. (*Photo by David Humphrey, Visual Services*)

AUGUST/SEPTEMBER—*Kristen,* daughter of information officer *Fred La Sor,* and playmate *Pili Pili,* in Zaire. *(Photo by Frederick La Sor)*

JULY—Nong Chan, a Khmer refugee camp near the Thai/Khmer border. *(Photo by Donna Gigliotti)*





JULY—UN official *Melissa Wells*, on leave from the Department, with a victim of drought and tribal depredations, in northeastern Uganda. *(UN Development Program photo)*

JANUARY—*Teddy* and *Cheryl Gnehm* with their father, the deputy chief of mission in Yemen, *Skip Gnehm*. *(Photo by Rosalie Rakow)* ■

Appointments

Arias: special assistant for Hispanic-Americans

Julio J. Arias, for four years director of the Visa Office and deputy assistant secretary for visa services, has been appointed the Department's special assistant for Hispanic - American employment. His duties include maintaining liaison with the Hispanic - American community and coordinating recruitment, examination and employment of Hispanic - Americans in the Department and the Foreign Service.

Mr. Arias

Mr. Arias, a native of Nogales, Ariz., and a graduate of the University of California at Berkeley, joined the Foreign Service in 1950. Over the years he has held assignments in Cebu, Naples, Turin, Tokyo, Madrid and Washington. He recently served for eight months as foreign affairs consultant to the Select Commission on Immigration and Refugee Policy.

In his new assignment, Mr. Arias is working out of the Office of Recruitment, Examination and Employment, in the Bureau of Personnel. ☐

2d post for Rondon

President Carter has nominated Foreign Service officer Fernando E. Rondon, U.S. ambassador to the Democratic Republic of Madagascar, to serve concurrently as ambassador to the Federal and Islamic Republic of the Comoros. ☐

Envoy rank for Webb

President Carter has nominated Henry Reiter Webb Jr. for ambassadorial rank during his tenure as U.S. negotiator on textile matters. Formerly an agriculture attaché in London and Cairo, he has served in the Office of the U.S. Trade Representative since 1979. ☐

Brooks heads State's visual services unit

William (Bill) Brooks is the new chief of the Department's Audio-Visual Services Division. He succeeds Paul C. Bell, who retired last month. Mr. Brooks had served with the General Services Administration's Federal Supply Service as a visual information specialist and supervisory marketing specialist, with the rank of branch chief, 1974-79, and as deputy director of the agency's publications management division. He was design and printing officer, National Endowment for the Arts, 1979-80. He played a key role in the graphics design of STATE magazine.

Mr. Brooks

Before entering Government, Mr. Brooks was an art director, graphic reproduction specialist and photographer in New York and Greensboro, N.C. Born in Camden, S.C., he received a bachelor's in art education, magna cum laude, from Agricultural and Technical State University, Greensboro, and took graduate studies in the master-of-fine-arts program at George Washington. Mr. Brooks also holds a certificate in advertising design and illustration from the Art Career School, New York. A certified public schoolteacher, he taught commercial art at the community college level, 1972-74. ☐

Scholarships board

President Carter has appointed four members to the Board of Foreign Scholarships, for terms expiring in September 1983. They are Mario A. Anglada, executive director of a Puerto Rican education agency in New York; H. Brandt Ayers, publisher of the Anniston (Ala.) Star; Adelaide C. Gulliver, head of Afro-American studies, Boston University; and Harrison E. Salisbury, former New York times reporter. ☐

Jones heads office in Personnel

D. Lowell Jones is the new director of the Office of Management in the Bureau of Personnel. He succeeds Harrell K. Fuller, who has been assigned to Brussels. ☐

Intelligence and Research

H. Donald Gelber has been named director of the Office of Analysis for Western Europe, Bureau of Intelligence and Research. ☐

Member of export panel

President Carter has appointed Roger Gettys Hill, of Racine, Wisc., as a member of the President's Export Council. Mr. Hill heads Gettys Manufacturing, which makes electronic control systems for industry. ■

International radio group to meet in Colorado

Study Group 6 of the U.S. Organization for the International Radio Consultative Committee will meet January 16, at Boulder, Colo., at 9 a.m., in Room 3012 of the Department of Commerce Boulder Laboratories Building, 325 Broadway. The group deals with matters relating to the propagation of radio waves by and through the ionosphere. The purpose of the meeting will be to review the work of the group in preparation for its international meeting in the fall.

Members of the public may attend and join in the discussions, subject to instructions of the chairman. Requests for information should be directed to Gordon Huffcutt, State Department, Washington, D.C. 20520, telephone (202) 632-2592. ☐

Help support voluntary agencies by giving to the Combined Federal Campaign.

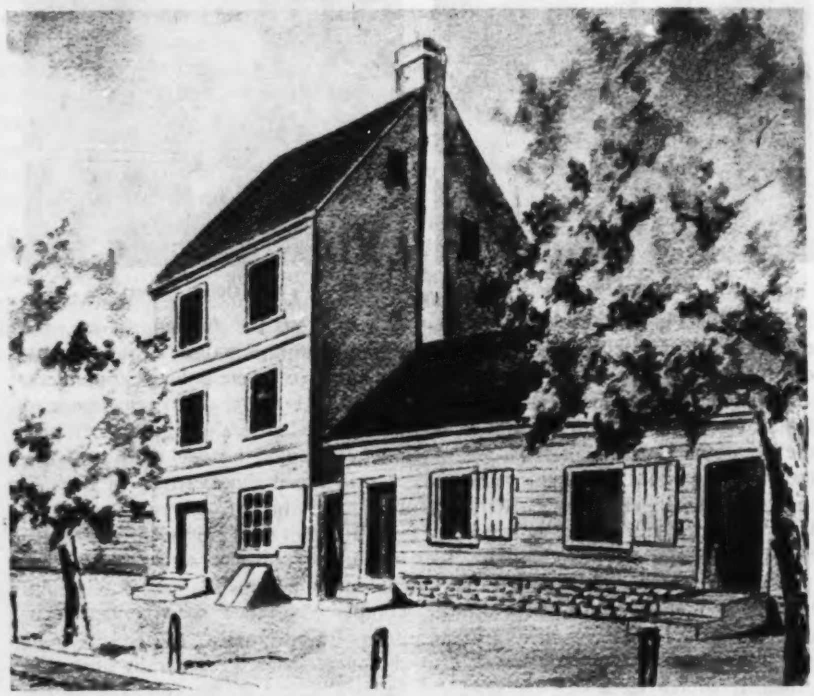
Bicentennial Year

The story of the State Department

(through 4 historical periods, spanning 200 years)

BY DAVID F. TRASK

The author, who has taught at a number of universities, is director of the Department's Office of the Historian. This article was written expressly for STATE *magazine. It is based on a 20,000-word history of the Department by Mr. Trask that is being published as part of the bicentennial observance.*



The first home of the Department of Foreign Affairs.

THE 200th anniversary of the U.S. Department of State occurred on January 10, recalling the establishment by Congress of the "Department of Foreign Affairs" to conduct the external relations of the fledgling American republic. During our celebration of the bicentennial, we can justly contemplate many past accomplishments. But, more important, we can ask how the historical record might help us to overcome future challenges.

Mr. Trask

The central theme in the Department's history is the process by which the organization has responded to changes in the national and international environments. First and foremost, the Department has served the changing interests and aspirations of the American people. At the same time, it has adjusted to alterations in the pattern of international politics. This theme may be traced through four distinct periods:

—From 1774 to 1823 the nation struggled to confirm its independence in an age of marked international turbulence.

—From 1823 to 1898 the United States acquired the attributes of a great power during an era of unparalleled international stability.

—From 1898 to 1945 the country grudgingly accepted global political responsibilities during a period of unexampled international violence.

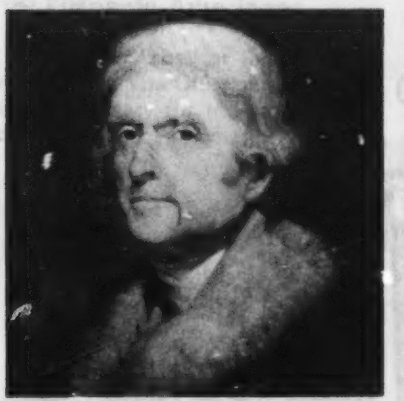
—Since 1945 the republic has taken the lead in world politics, seeking to further peace and freedom in the face of unexpected and often unpleasant external challenges.

1774-1823

The United States was born into a troubled world. Titanic struggles between England and France allowed the country to gain independence. The earliest diplomatic enterprises were among the most successful—particularly the French alliance of 1778, the key to victory, and the Paris Peace Treaty of 1783, the grant of independence. For two generations, American statesmen concentrated on perpetuating the new nation. The backdrop to this preoccupation was the Age of Napoleon, a long session of warfare that began with the French revolutionary outburst in 1789 and concluded with the defeat of Napoleon at Waterloo in 1815.

The wars of Europe posed dangers for the United States. Americans immediately recognized that security lay in a policy of neutralism and nonalignment. President George Washington enshrined this policy in his Farewell Address of 1796: "The great rule of conduct," he insisted, was to have "as little political connection as possible" with foreign nations. Thomas Jefferson restated this goal felicitously in 1801: "Peace, commerce, and honest friendship with all nations, entangling alliances with none." For a century, the nation followed the policy of political isolation in time of peace, and strict neutrality when other nations went to war.

The Department of State, so named



Thomas Jefferson

John Quincy Adams

William H. Seward

in 1789 after the Constitution went into effect, participated actively in the pattern of foreign relations that eventually guaranteed the independence of the United States. Accomplishments such as the Louisiana Purchase of 1803, one of the most important diplomatic achievements in American history, stemmed from astute calculations of power relationships and timely negotiations, to which the Secretaries of State and American representatives abroad made critical contributions. The Department of State established itself firmly as the President's principal source of advice on foreign policy, largely because the early Secretaries usually established close associations with the chief executive. The signal accomplishments of Thomas Jefferson, the first Secretary, stemmed directly from relations of confidence and trust with President Washington. The same was true of John Quincy Adams, one of the greatest Secretaries. He worked closely with President James Monroe in negotiating the Transcontinental Treaty of 1819, which defined the western boundary of the Louisiana Purchase, and in developing the Monroe Doctrine of 1823, which warned Europe against further colonization in the New World.

During these years the Department adopted the framework that characterized it until the 20th century. A small group of clerks constituted the home office. The clerks maintained correspondence—sending instructions and receiving despatches—with the two branches of the foreign service—the diplomatic corps and the consular corps. All employees were political appointees, subject to removal with each change of political leadership. Accordingly, amateur diplomacy was the rule. There was no interchange between the Department and the overseas missions; there was no movement between the diplomatic and consular services. Amateur diplomacy became the rule, but the high competence of the early American Presidents, Secretaries of State, and diplomats insured a generally successful foreign policy, the exception being the chain of circumstances that led the nation into the unfortunate War of 1812.

1823-1898

From 1823 to 1898 the United States experienced a unique epoch of "free security." The Atlantic Ocean served as a gigantic moat, protecting the New World from potential European aggressors, but a far more effective shield was the international balance of power, which remained remarkably stable for almost a century after the defeat of Napoleon. The balance practically eliminated threats to American security; any European nation that contemplated adventures in the western hemisphere would automatically expose itself to rivals nearer to home poised to capitalize on such opportunities. Throughout this period, the Royal Navy of Great Britain exercised command of the seas. For reasons of its own, Britain tacitly enforced the Monroe Doctrine, something the United States was ill-prepared to do. The only really dangerous moment for the United States occurred during the Civil War, but once again sound foreign policy on the part of the President, Abraham Lincoln, and a trusted Secretary of State, William H. Seward, averted undue difficulty.

The absence of serious external threats allowed the American people to follow their strong interest in the exploitation of the continental hinterland that stretched westward to the Pacific Ocean. They gave themselves over to continental expansion and economic development, for the most part abstaining from overseas concern, a situation that contrasted starkly with the initial phase of the national experience.

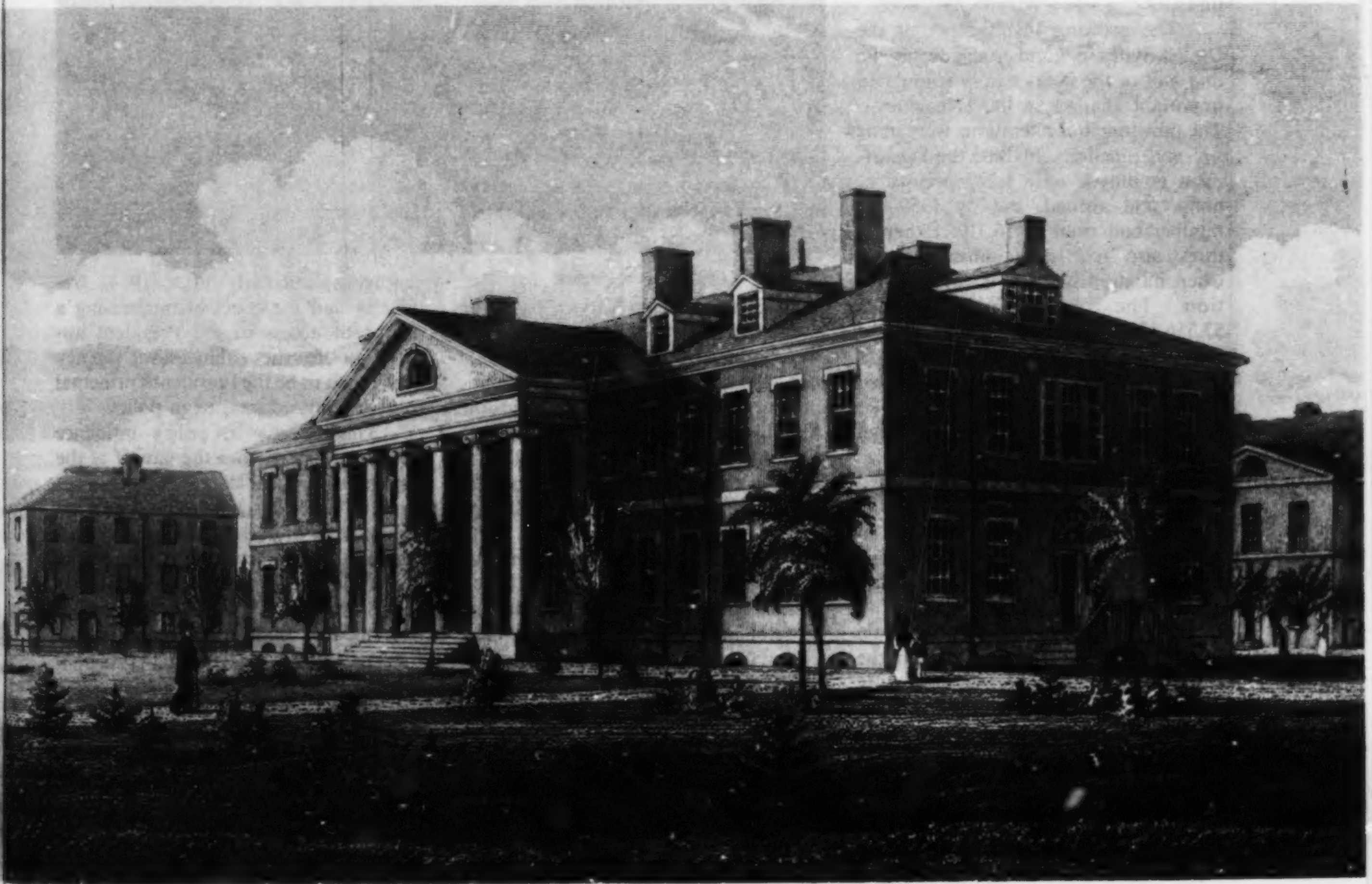
The history of the Department accurately reflected the free security of the nation. The organization grew gradually at a rate comparable to that of the general population. No striking changes were made in the structure of the Department or its operations. Secretaries usually were chosen because of their stature in domestic politics, rather than because of expertise in the conduct of foreign relations. Amateur diplomacy persisted throughout the period, sustained by the systematic practice of the "spoils system." In 1885, as Democratic President Grover Cleveland succeeded Republican President Chester Arthur, a congressman noted: "All over the world today every man in the diplomatic and consular service of the United States is packing his bag and engaging his passage preparatory to coming home." Although the Civil Service set up in 1883 covered domestic employees, it had not been extended to the foreign services.

Throughout the 19th century, the Department often served as an object of public criticism or ridicule. In 1885, for example, a senator from New York insisted that the diplomatic service was "working our ruin by creating a desire for foreign customs and foreign follies." He charged that diplomats returning from overseas service and the diplomats assigned by other nations to the United States were seeking "to corrupt and destroy our American ideals." This effusion was possible because of the relatively low priority assigned to foreign relations, but, equally important, to the lack of an influential domestic constituency to help publicize and support the work of the Department. The free security of the day, so benign in many respects, had its dark side, in that it encouraged irrational xenophobia, a tradition that has survived in various forms to the present day.

Despite the difficulties of the Department, the United States rarely encountered international adversity during the 19th century. The story of American foreign relations during the age of free security is one of almost unbroken success, whether the concern was the conquest of the West that ultimately forged the continental union, or the occasional negotiation of international controversies over fisheries, trade, or boundaries mainly with Great Britain. The drawback to this happy outcome was that it encouraged the pervasive national myth of innate superiority and military invulnerability. These erroneous assumptions caused difficulty on all-too-many occasions later on.

1898-1945

The United States became increasingly active on the world stage during the 20th century because of necessity rather than desire. By 1898, when the country had acquired the capabilities of a great

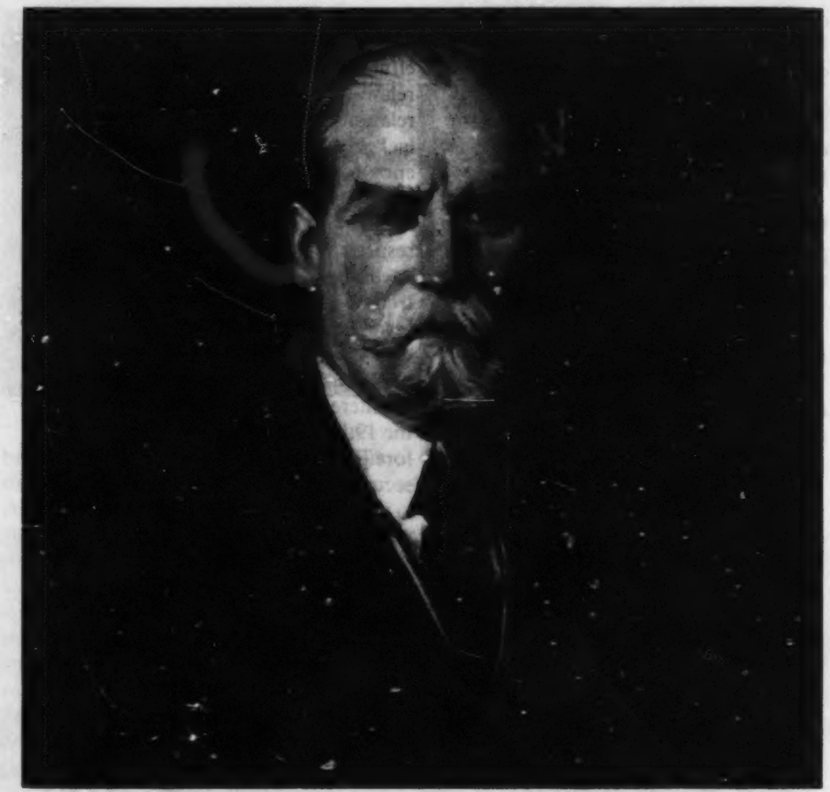


Northeast Executive Building, home of the Department, 1819-1866.

power and had begun to act like one (the short war with Spain in that year constituted an unofficial announcement of this new direction), it had begun to discern threats from external sources. Insecurity derived from the gradual breakdown of the stable international balance, leading to the collapse of 1914. To understand the foreign relations of the United States and the experience of the Department during the era of the world wars, that is, from 1914 to 1945, it is necessary to appreciate one of the greatest ironies of American history—that when the nation was young and relatively powerless it enjoyed an extraordinary degree of security, but when it grew to maturity and acquired great strength it encountered imposing dangers that had no precedent in earlier times.

The growing involvement of the United States in world affairs during the first half of the 20th century stimulated important changes in the Department. The most obvious alterations were in its size and functions. In 1900 the Department employed only 1,227 persons at home and abroad, but by 1950 the number had risen to 16,319. Expenditures also rose astronomically, even when inflation is taken into consideration. The outlay in 1900 was $3,356,173.87; in 1950 the Department disbursed $350,855,773.75. Most of this growth occurred because of expanded operational responsibilities overseas. To the traditional tasks of the Foreign Service—political representation, reporting and negotiation—were added new assignments involving economic, scientific, cultural and social matters. To deal with these complicated questions, the Department began to employ specialists with advanced training in specialized subject areas, and to create functional bureaus in addition to the existing geographic bureaus.

A strong movement to professionalize the vocation of foreign service began at about the turn of the century, reflecting growing disillusionment with the extant system of amateur diplomacy. This trend culminated in 1924 with the passage of the Rogers Act; it provided for a career Foreign Service based on competitive entrance examinations, protected tenure and merit promotion. It also integrated the separate diplomatic and consular corps into a single group. Although much was expected of this act, the Foreign Service has chronically suffered from morale problems and has undergone considerable reorganization and reform since 1924.


Charles Evans Hughes

Although the enhanced international activity of the United States resulted in expanded operational responsibilities for the Department, there was an unexpected outcome that caused growing concern. The Department lost a significant amount of its influence on the *formation* of fundamental foreign policies, as against execution in the form of diplomacy. In the past, the agency had contributed to policymaking by virtue of acceptance at the White House. Developing circumstances during the 20th century, particularly after 1914, frequently had the effect of minimizing a degree of access to the President appropriate to the cabinet-level agency considered to be the President's principal source of advice on foreign policy.

This decline in policy influence stemmed in part from the nature of the American political system. Most Secretaries of State continued to be appointed on the basis of domestic political standing; of those who served during the era of the world wars, perhaps only Charles Evans Hughes (1921-25) developed an influential role in policy-making, as President Warren G. Harding's principal adviser on international questions.

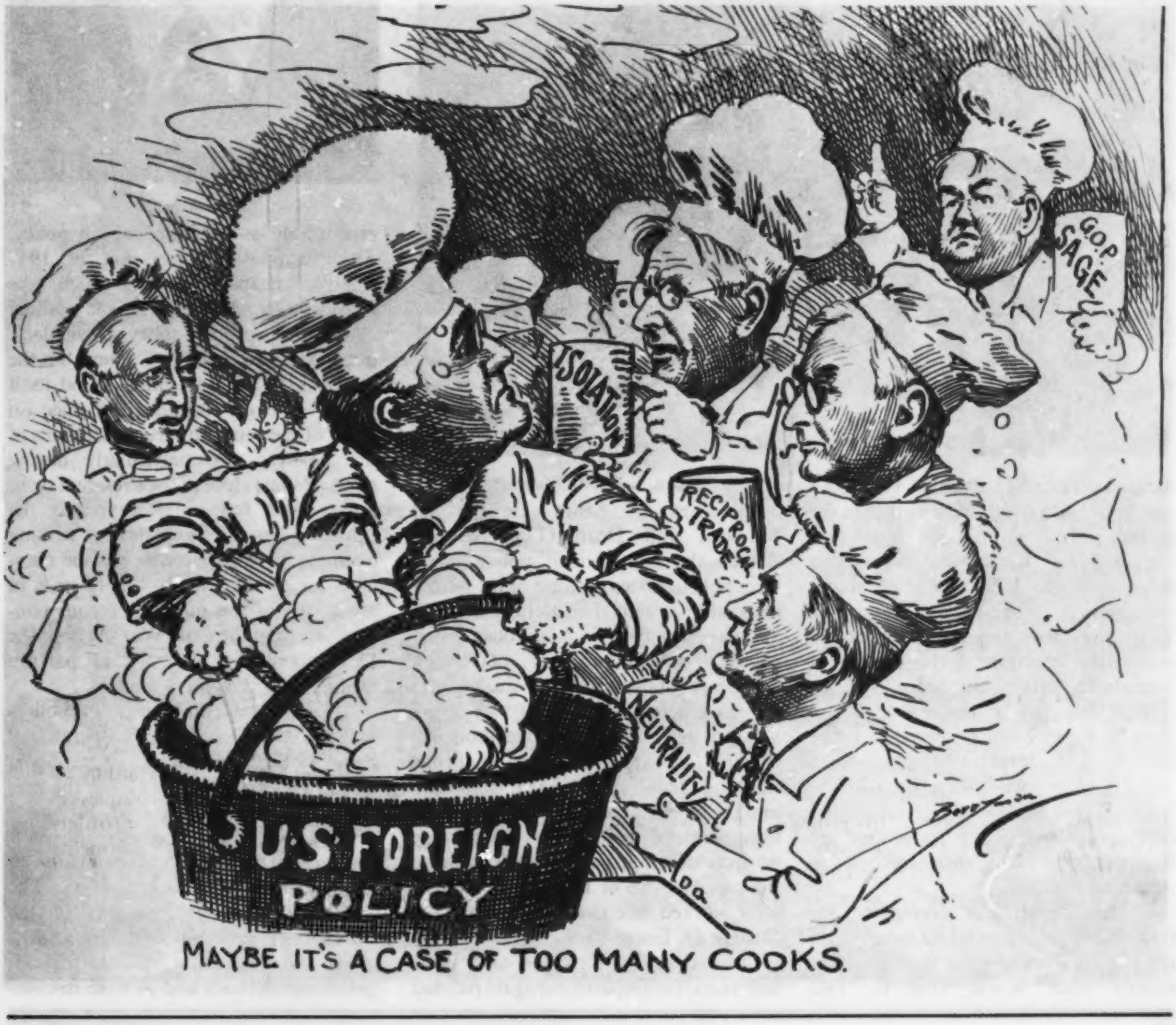
Organizational problems also contributed to the Department's eclipse as a source of influence on basic policies. Rapid growth led to cumbersome procedure. Too often the outcome of debates on policy matters was a hedged recommendation that lacked cogency.

Even worse, the Department was all too often unduly slow in responding, particularly in crises. For this reason, Presidents frequently turned to personal advisers and to members of the growing White House staff for sound and prompt guidance. At the root of the problem was the lack of an effective means of conducting long-term planning in the Department. The key to foreign relations was held to be the careful coordination of force and diplomacy, a task requiring careful evaluation of the long term as well as sound day-to-day management. The Department had failed to develop the necessary intellectual and institutional basis for activity of this nature.

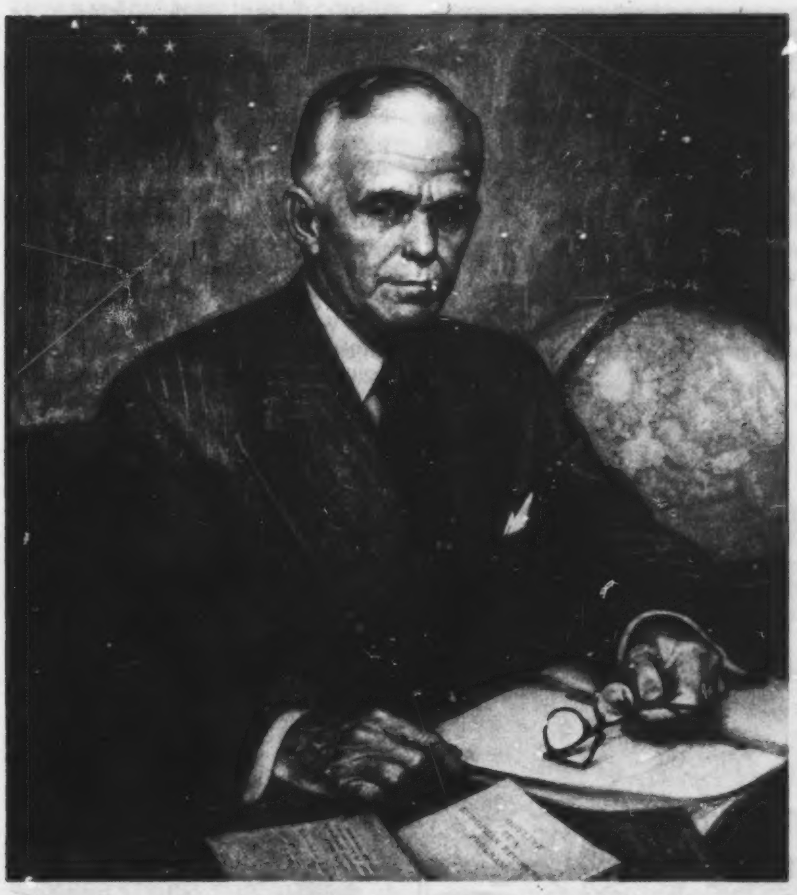
The deficiencies of the Department as a source of influential policy advice became painfully apparent during World War II, when Secretary Cordell Hull was routinely excluded from the great wartime conferences that decided the grand strategy of the American-British-Russian coalition. One journalist summarized the situation aptly: "Notwithstanding the personal prestige of the Secretary of State, the organization he heads has only to be mentioned in almost any circle, American or foreign, to arouse either doubt, despair, or derision." To correct this situation, Secretary Hull's successor, Edward R. Stettinius Jr., instigated important organizational reforms in 1944. The process begun at that time, intended to strengthen the Department's ability to perform both operational and policy-making functions, has continued almost without surcease to the present day.

1945-present

World War II completed the process that brought the United States fully into world politics. Thereafter, the



MAYBE IT'S A CASE OF TOO MANY COOKS.



Gen. George C. Marshall

Dean Acheson

nation energetically accepted burdens it had been loath to shoulder earlier in the century. The symbol of this new direction was the almost unanimous decision of the U.S. Senate to accept membership in the United Nations, a sharp reversal of the attitudes that had led to the rejection of the League of Nations 26 years earlier. Since 1945, the foreign relations of the United States have been concerned primarily with two complexes of international issues—those rising from postwar differences with the Soviet Union and its satellites, and those developing from the restoration of sovereignty to many ancient peoples in Africa and Asia.

The Department dominated the formulation of a general national policy for the conduct of East-West relations shortly after World War II. Two Secretaries of State—George C. Marshall and Dean G. Acheson—shaped the containment policy. They were able to do so because of their close associations with President Harry S. Truman. The containment policy rested on twin pillars—programs of foreign economic assistance and multilateral collective defense agreements. Its object was to deter potential aggressors, in Europe and wherever else a challenge might materialize. The Marshall Plan and the North Atlantic Treaty Organization provided models for comparable projects developed in the 1950s during the secretaryship of John Foster Dulles, who worked effectively with President Dwight D. Eisenhower.

Nevertheless, after the early postwar years, the Department again receded measurably as an influence on policy. The National Security Act of 1947 created means through which the President could coordinate the making of national security policy, particularly in the National Security Council, but the Department of State often found itself unable to exert sustained influence on some of the most important decisions of the postwar era, particularly during crises. People close to the President or ad hoc groups frequently served as the principal source of guidance. A striking example of this approach was the management of the Cuban missile crisis in 1962, one of the most dangerous confrontations of the Cold War. At best, the Department had a marginal part in dealing with this grave matter.

Despite its difficulties in policymaking, the Department's operational responsibilities continued to expand at a rapid rate. The transition from the pre-World War II agency to the huge organization that grew up after the war is the most striking such phenomenon in the history of the organization. The traditional political functions of the Foreign Service diminished significantly, given the revolution in information-gathering methods and in modern communications, but many new tasks of equal or greater importance were assigned to the Department. According to a publication issued in 1970, the Department was then participating in "critically important programs for promoting our commercial exports, for concessional sales of agricultural commodities, for narcotics control, for military and development aid, for the inspection and licensing of airline routes, for cooperation in the peaceful applications of atomic energy, for scientific and technological exchange, for coordinating international monetary policy, and for communicating directly with people of other countries through the media of press, radio, and television."

Like other sections of the Department, the Office of the Secretary experienced significant change. After 1945, Presidents usually sought Secretaries with considerable experience in foreign affairs. Postwar Secretaries, beginning with Dulles, became constant travelers, conducting crucial negotiations in many parts of the world, as well as in Washington, often replacing ambassadors as negotiators. Moreover, they found themselves deeply immersed in the management of the complex organization that grew up in Foggy Bottom and throughout the world.

The overseas missions of the United States also experienced notable evolution. The ambassador, by degrees, turned into the head of a "country team" that included representatives of other agencies besides the Department of State, who were assigned operational responsibilities in other countries—for example, the Departments of Defense and the Treasury, the Peace Corps, and the Department of Agriculture. Life in many country teams not only became more complicated and active; it became increasingly dangerous, especially during the 1960s and after, as terrorism became a common form of political action. A number of American representatives gave their lives. The most serious episode was the storming of the embassy in Tehran in November 1979, leading to the seizure of more than 50 Americans as hostages.

Striking changes in the Department after World War II forced frequent adjustments in the personnel system,

The U.S. embassy in Tehran before the takeover.

especially to provide for new functions, and to maintain the efficiency of the Foreign Service. The Foreign Service Act of 1946 corrected certain deficiencies of the Rogers Act, but the most significant attempt to rationalize personnel practices was the Wriston Report of 1954, which inaugurated a long-term attempt to integrate most of the Department's employees into the Foreign Service. Eventual rejection of this approach led to the Foreign Service Act of 1980, which drew a clear distinction between the Foreign Service and the domestic work force of the Department. Employees not subject to assignment overseas were destined in the future to be members of the Civil Service.

Behind the controversy over "Wristonization" lay a dispute over the appropriate role of specialists in the Department. The new responsibilities that came to the Department during the 20th century, especially after 1945, required the services of many highly-trained specialists—for example, economists, demographers, psychologists and historians—a trend that departed from the previous reliance on generalists, who depended on experience and intuition rather than specific skills. In 1964 Senator J. William Fulbright, then chairman of the Senate Foreign Relations Committee, noted that the contemporary Foreign Service officer "must not only know how to use the traditional tools of diplomacy, but. . . must also be expert in the new instruments of foreign policy, such as economic aid and cultural exchanges."

The cumbersome procedures of the Department attracted increasing criticism. In 1970 a special task force composed mostly of Foreign Service officers proposed a new direction to improve administration. What was needed was "a new spirit in the Department," along with "a tremendous effort . . .to shake off old habits and old ways of doing things, old ways of dealing with each other." The task force envisioned "a new breed of diplomat-manager, just as able as the best of the old school, but equipped with up-to-date techniques and backed by a Department organized along modern management principles."

Number of Department employees, 1781-1980

Year	Domestic	Overseas	Total
1781	4	10	14
1790	8	20	28
1800	10	62	72
1810	9	56	65
1820	16	95	111
1830	23	153	176
1840	38	170	208
1850	22	218	240
1860	42	281	323
1870	65	804	869
1880	80	977	1,057
1890	76	1,105	1,181
1900	91	1,137	1,228
1910	234	1,043	1,277
1920	708	514	1,222
1930	714	577	1,291
1940	1,128	762	1,890
1950	8,609	7,710	16,319
1960	7,116	6,178	13,294
1970	6,983	5,865	12,848
1980	8,433	5,529	13,962

Some Foreign Service officers disagreed with the new emphasis on specialist and managerial skills, arguing that the traditional stress on general qualifications remained appropriate. They argued that the ills of the Department stemmed from the lack of experienced professional leadership. The professional organization of the Foreign Service, the American Foreign Service Association, frequently called for the appointment of experienced career officers to high-level policy positions, its cure for the administrative ills in Foggy Bottom. Debates about personnel questions and other controversial matters reflected the impact of specific postwar developments. More important than any other influence was the widespread belief that the Department had been displaced as the principal source of advice on foreign policy.

The unhappy course of the war in Vietnam stimulated considerable introspection in the Department, as it did throughout American society. The search during the 1970s for better organization, management, and personnel policies reflected continuing awareness of the need to adjust to the changing times. The emergence of a whole range of new foreign policy problems, especially those relating to the Middle East, emphasized anew the vital importance of foreign relations.

The turmoil of recent years, comparable to prior experiences during periods of basic change in the international setting, poses certain challenges for the immediate future, all of which have materialized in different forms in the past:

—The Department still lacks a domestic constituency comparable to those that support most cabinet-level agencies, and it does not seem likely that one will emerge in the foreseeable future. Sometimes people in the Department have tended toward cynicism and even elitism in response to irresponsible criticism, or to persecution such as that directed against certain officers during the 1950s, when Senator Joseph McCarthy falsely accused them of subversion.

—The Department is still without fully effective means of insuring an appropriate role in policy-making. Efforts to create adequate instruments for long-range planning are needed to resolve this enduring difficulty.

—The administrative cumbersomeness of the Department sometimes prevents it from providing cogent and timely advice, one of the reasons why a number of Presidents have turned elsewhere for counsel on important policy matters. This problem can be overcome; many previous Secretaries have exerted significant influence, relying in the first instance on close associations with the Presidents they served. Past experience suggests that no amount of managerial efficiency or sound organization will preserve the Department's functions unless the Secretary gains the confidence of the White House.

Present preoccupations with real or presumed deficiencies in the Department should not obscure the overall record of accomplishment. On many occasions the Department has adjusted to the changing times and has served the nation well.

The final lesson of a bicentennial look at the history of the Department of

Number of diplomatic and consular posts, 1790-1980

Year	Diplomatic	Consular
1790	2	10
1800	6	52
1810	4	60
1820	7	83
1830	15	141
1840	20	152
1850	27	197
1860	33	279
1870	36	318
1880	35	303
1890	40	323
1900	41	318
1910	48	324
1920	45	368
1930	57	299
1940	58	264
1950	74	179
1960	99	166
1970	117	122
1980	133	100

State is that its heritage provides a firm foundation from which to help preserve peace and security in the future. ☐

Muskie is host at State's big birthday party

More than 500 persons were expected to attend the Department's 200th birthday party in the Benjamin Franklin Room on January 9. Hosted by Secretary Muskie, the evening reception was to launch a year-long observance of the establishment, in 1781, of the Department of State—originally named the Department of Foreign Affairs.

President Carter and President-elect Reagan were among the scores of Government leaders invited to the historic event. Speakers were to include Mr. Muskie and Soviet Ambassador Anatoliy F. Dobrynin, dean of the Diplomatic Corps, who represented the foreign embassies in Washington. Slated for the program were musical selections by three groups from the Marine Corps—a string quartet, the Marine Ensemble, in the John Quincy Adams Room; and a 30-piece Marine band and combo in the Benjamin Franklin Room. Another highlight was to be presentation of the colors by the Marine Corps Color Guard. Each guest was to receive a piece of the huge birthday cake, to be ceremoniously lit with 200 candles, and toast State's past and future with champagne.

The evening reception was to climax other bicentennial events. For example, the Secretary's Open Forum was to hear a noontime discussion of life in the Foreign Service by retired Cornelius Van Engert, 93, said to be the oldest living Foreign Service officer. And in the afternoon the American Foreign Service Association was to mark the bicentennial by announcing the winners of its annual Harriman, Herter, Rivkin and Marks awards. The association also was to announce the establishment of several new employee awards and a scholarship fund for the children of the American hostages in Iran. It honored several congressmen and senators for their role in the passage of the Foreign Service Act of 1980.

The Christian Herter Award was to be presented to Trusten Frank Crigler; the William R. Rivkin Award to Ray L. Caldwell, and the W. Averell Harriman Award to Geraldeen G. Chester. The association also was to present special awards to four U.S. House members—Dante Fascell, Pat Schroeder, Jim Leach and John Buchanan, and to two Senators—Charles Percy and Claiborne Pell.

In a related action, the Department's bicentennial committee, headed by Terry McNamara, deputy assistant secretary for public affairs, approved a blue-and-gold poster which features State's 200 years. Prepared by the Audio-Visual Services Division, the poster will be on sale in Government bookstores and at the Government Printing Office. The bicentennial committee also invited employees to submit suggestions for a theme or "quotable motto" for the historic observance.

President Carter and Secretary Muskie sent letters to all employees of the Department and the Foreign Service commending them for their work in the past and noting the challenges of the future. The Department's historian, David F. Trask, has written "A Short History of the U.S. Department of State, 1781-1981." Research assistance was provided by David M. Baehler and Evan M. Duncan of the Historical Office. Illustrated with photos from the Department's Audio-Visual Services Division and the Library of Congress, the article traces the development of the Department's domestic and overseas operations against a background of American diplomatic history. It was published in the January 1981 edition of the Department of State Bulletin. Joanne Reppert, editor of the Background Notes, provided photo editorial assistance. The Editorial Division, Office of Public Communication, in the Bureau of Public Affairs, has also published the article, with illustrations, as a separate pamphlet. The pamphlet and the Bulletin will be sent to key officers in the Department and all posts abroad. It also will be sold through U.S. Government Printing Office bookstores throughout the country.

The Editorial Division also initiated a new series, entitled Bicentennial Notes. Under the direction of John C. Kimball, division chief, and Norm Howard, deputy chief, this series will be published throughout the year to present useful and interesting information to the media and the public about the people in State and the institution that has represented Americans around the world for two centuries. In addition, Harriet Culley, a senior editor in the editorial division, has prepared material for the media.

The Special Projects Staff, Office of Public Communication, in the Bureau of Public Affairs, is working with the Audio-Visual Services Division to update the exhibits now in the Exhibit Hall. The plans include installing a small theater in the area during January to screen several selections from "The History of U.S. Foreign Relations" film series, and other audiovisual programs throughout the year. ■

Installment saving bests installment buying. Join the Payroll Savings Plan for U.S. savings bonds. Automatic deductions mean automatic savings. Why not save the painless way?

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's office of Medical Services, appears monthly in STATE magazine. Whether you are serving overseas or at home, you are encouraged to get your questons answered on these pages. Write to STATE, or to Dr. Korcak directly. In either case, your privacy will be respected. □

Q. SOUTHEAST ASIA

At our post, we have to be med evac'd to Bangkok to have our babies. There are no obstetrical facilities at post (they're there but they sure are "iffy"). Under these circumstances, as an employee, will I be entitled to per diem in the pre and post delivery period if I use annual leave or leave without pay before and after delivery?

A.

Regardless of your leave status, when you leave post on official medical evacuation travel orders for delivery, per diem may be authorized for up to 90 days. Reason: required absence from post for OB (obstetrical) care ordinarily should not exceed this time period. If there are medical/OB reasons or complications requiring longer than 90 days away from post, documentation from your physician should be referred to my director of domestic programs. When the medical report is received, a review will be initiated so a determination can be made that time in excess of 90 days is in fact *required* in connection with OB procedures. These guidelines also apply to dependents.

Q. WESTERN HEMISPHERE

We have a hyperactive child, as does another family here at post. They're going to put their child on the Feingold diet. What do you think about this diet?

A.

Last October, the National Advisory Committee on Hyperkinesis and Food Additives finally issued its report—after a five-year, exhaustive scientific review of the Feingold diet. The report concludes there is sufficient evidence to refute the claim that artificial food colorings and flavorings, and natural salicylates, produce hyperactivity. Here is a summary: "Since the diet has no apparent harmful effects. . .we see no reason to discourage those families who wish. . .this type of treatment as long as they continue to follow other therapy that *is* helpful." (Emphasis added.)

Q. WASHINGTON

In the past few weeks, I've heard about two acquaintances who discovered they had lupus. What is this new disease?

A.

Lupus is not a new disease. It was first described in the 19th century as a red skin rash on the face, appearing "like a wolf bite." (Lupus is the Latin word for wolf.) Later it was discovered that lupus could affect various organs, and was therefore a systemic disease—a type in which a person produces antibodies against the cells of his own body (a process called autoimmunity). It's an oversimplification, but one could say that the patients become allergic to themselves. The key thing in lupus is inflammation which can affect joints and such organs as the heart and kidneys. Severity can vary from patient to patient. The cause is not yet understood. No cure has been developed. Treatment is aimed at reducing inflammation and controlling the disease process.

Q. WASHINGTON

In reading your column in the NEWSLETTER, I have a question regarding cap teeth. What is the purpose for caps on teeth—their advantages and disadvantages. Please answer my question in the next issue.

A.

Our dental consultant advises that teeth decay because the outer layer, the enamel, has no repair potential. To arrest the process and restore the tooth to form and function, a filling is placed, after the decay is removed and the cavity extended for mechanical reasons. Sometimes, when the decay is extensive, when the tooth breaks, or when it has been extensively filled previously, it's impossible to obtain sufficient mechanical lock to retain a filling. Under these conditions, a crown or cap is placed. In addition, a crown may be placed for esthetic reasons, when a partial restoration would be unsightly.

Q. WESTERN HEMISPHERE

I'm divorced, residing and working at post with my five-year-old son. He had to be med evac'd to the U.S., and I took him. Fortunately, he wasn't sick enough to need a doctor or nurse en route. I received per diem the whole two weeks we were in the U.S. for my boy's hospitalization. Since I was the only one who could take him, would I have to take leave?

A.

An employee would be in leave status while away from post accompanying a minor child on medical evacuation travel orders. However, the transit time from post to the medevac destination in the U.S. would be administrative leave. □

Dr. Korcak's health hints

Snuff and chewing tobacco: hazards to health

Smokeless tobacco—snuff and chewing tobacco—causes serious health problems, according to a communication in the July 11 Journal of the American Medical Association. Health warnings are required on cigarette packages, but not on boxes of snuff or plugs of chewing tobacco—despite the fact that snuff may be more dangerous to the mouth and throat than cigarettes. Some smokers who have had difficulty in breaking the addiction to nicotine have been turning to smokeless tobacco as less harmful to health than smoking tobacco. But smokeless tobacco also has hazards. Snuff causes gum disease, tooth abrasion, white patches on the throat that sometimes become cancerous, and other health problems. And chewing tobacco is even worse, causing cancers of the mouth, throat and digestive tract. ☐

Alcohol Awareness Program

Was Alexander the Great an alcoholic?

By John Noble Wilford

The following article is reprinted by permission of the New York Times Co.

In 323 B.C., after years of conquering and a month-long debauch, Alexander the Great lay feverish in Babylon. He had a tremendous thirst and called for wine. He drank it, became delirious and died, four months short of his 33rd birthday. Alexander had overrun most of the known world but, according to a new interpretation of his behavior, had lived and died an alcoholic.

Examining contemporary and historical accounts of Alexander in the light of modern knowledge about the social, psychological and physiological aspects of heavy drinking, John Maxwell O'Brien of Queens College has concluded that the conqueror from Macedonia exhibited what modern clinicians consider "the classic symptoms of acute alcoholism" in the last seven years of his life.

For example, Alexander not only drank to excess but ordinarily continued drinking until he was incapacitated, a loss of control manifested by many problem drinkers. On these occasions, which became more and more frequent and extended, Alexander underwent drastic personality changes. He became unpredictably aggressive toward friends as well as enemies, suspicious of almost everyone, incapable of tolerating criticism, remorseful over alcohol-related behavior and apparently convinced that new borders and horizons were the only remedies for his inner anguish.

Dr. O'Brien has advanced this analysis of Alexander because it provides a textbook case of certain causes and effects of alcoholism and also a revised perspective on one of the world's greatest figures, whose short life and erratic behavior has long fascinated and baffled historians. This new thesis is expected to stir scholarly controversy at a time of revived public interest in Alexander, the result of a new biography and a television series scheduled in conjunction with "The Search for Alexander" exhibition that will tour art galleries in this country, starting in November.

Dr. O'Brien's report on Alexander's drinking will be published later this month in the Annals of Scholarship, a humanities and social sciences quarterly.

Ancient accounts are replete with stories of Alexander's immoderate drinking, noting that he was "too fond of wine" or he "slept through the next day from drinking." But both ancient and modern chroniclers usually stopped short of labeling him an alcoholic or of ascribing his aberrant behavior to alcohol. Some even glossed over the excessive drinking as fabrications of Alexander's enemies.

Eugene N. Borza, an authority on ancient Greek history at Pennsylvania State University, said that Dr. O'Brien's hypothesis is "pretty convincing," but added: "Whether or not it can be fully proved is doubtful."

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, (202) 632-1843 or 632-8804. Department regulations prescribe that all contracts with the program be on a medically confidential basis. There will be no record in your personnel file. The regulations also provide that your promotion and assignment possibilities not be jeopardized. ■

Blachly's January quiz: Salt

By Fred Blachly

(See Page 67)

Long before SALT meant "Strategic Arms Limitation Talks," people were talking about just plain salt. Throwing salt over one's shoulder was expected to bring good luck. Salt was (and is) used to help preserve fish and meat, and as a bleach. There were expressions like "back to the salt mines." Listed below are some questions involving salt. How many can you answer?

1. Who, contrary to instructions, looked back and was turned into a pillar of salt?
2. Where does the following quotation come from? "It is a true saying, that a man must eat a peck of salt with his friend, before he knows him."
3. When did the expression "take it with a grain of salt" get started?
4. Where do we find the question "if the salt have lost his savour, wherewith shall it be salted?"
5. Who said "individuality is the salt of common life?"
6. Where do we find the following advice to speakers? "Let your speech be alway with grace, seasoned with salt."
7. When did the custom of seating persons *above* or *below* the salt get started?
8. Where did the expression "not worth his salt" come from?

Editor's note: Salt is used in different ways in the ceremonies or customs of various countries. We would be interested in receiving from readers any examples they have observed.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Feb.*	*Mar.*	*Apr.*	*Length of course*
Administrative training				
Administrative CORE	16	9	6,27	3 weeks
General Services Operations	16	9,30	27	3 weeks
Budget and Financial Management	16	9,30	27	6 weeks
Personnel Laboratory	16	9,30	27	2 weeks
Coping With Violence Abroad (formerly Seminar on Terrorism)	23	23	20	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	23	—	4 weeks
Consular Employees Professional Seminar	—	9	—	2 weeks
Executive development				
Executive Performance Seminar	—	8	26	5 days
Supervisory Studies Seminar	8	—	12	5 days
Executive EEO Seminar	—	31	28	1 day
Political training				
Analytic Reporting	—	—	20	2 weeks
Foreign Affairs Interdepartmental Seminar	—	—	6	2 weeks
Techniques of Negotiations	—	16	—	8 days
Multilateral Diplomacy	23	—	—	1 week
Executive-Congressional Relations	—	—	27	1 week
Working with the Press	—	2	—	4 days
Science and Foreign Affairs	—	—	13	1 week
Orientation				
Foreign Service Secretarial Orientation	9	—	6	5 days
Departmental Clerical Orientation	17	9	13	5 days
Departmental Officer Orientation	—	17	—	2 days
Foreign Service Orientation	—	16	—	1 week
Foreign Service officer orientation	—	4	29	6½ weeks
Secretarial skills				
Basic Office Skills	—	16	—	8 days
Management Skills for Secretaries	—	—	20	2 days
Clerical training				
Workshop in the Preparation of Travel Vouchers	As applicants warrant			3 hours
Communication skills				
How to Communicate by Letter and Memo	—	—	13	8 days
Elementary English Skills	—	—	7	6 weeks
Reading and Development Skills II	—	—	13	4 weeks
Basic Writing Skills	—	2	—	5 weeks
Courses for managers				
Effective Writing in International Affairs	2	—	—	6 days
Effective Oral Communication for Managers	—	—	9	4 days
Effective Writing for Managers	—	—	6	4 weeks
Reading Development I	—	—	13	4 weeks
Overseas Briefing Center				
Workshop for Foreign Service Families	—	16	—	2 weeks
Community Action: Career Counseling	—	31	—	4 days
Going Overseas	7,18	7,18	4,22	1 day
Community Skills	—	—	6	1 week
English Teaching Seminar	2	—	—	1 week
Community Action: Re-entry	—	30	—	1 day

—(Continued on next page)

Early-a.m. language classes will begin February 23

Early-morning language classes will begin February 23, at the Foreign Service Institute. The second semester will continue for 17 weeks, through June 19. Deadline for applications for the second semester is January 23.

Instruction will be offered in French, German, Italian, Portuguese, Russian and Spanish, five days a week, 7:30 to 8:40 a.m. Transportation from Main State, and return, will be available. To avoid the interruption which frequent or prolonged absence causes, all class members have to meet a rigorous attendance standard. Those whose attendance is below 80% in any consecutive eight weeks will be dropped. Absence for any reason, including temporary duty, is counted in applying the attendance standard.

Priority is given to personnel with a Foreign Service designation, and to those who have an immediate job-related need for the language. Such needs should be described in detail on the application. Admission of former students depends upon a satisfactory rate of progress during previous training.

Prospective students who have never taken the Modern Language Aptitude Test (MLAT) must arrange to take this test before January 23. An MLAT score of at least 50 is required for acceptance. Exceptions may be made for those who document a history of previous language-learning success as evidence of language-learning ability. To arrange to take the MLAT, call the Testing Unit, 235-8801, before January 23.

Since early-morning training is on the student's own time, it is basically the responsibility of the prospective student to make sure that his or her application is submitted to the Registrar's Office at the Foreign Service Institute not later than January 23. Applications (together with required DS-755, Request for Training, to be completed by the training office for all agencies, including State) must be received by the deadline to be considered in the making-up of classes. It is advisable for all applicants to notify the Registrar's Office that they have submitted an application to their agency training office—preferably by sending a photocopy of the application form, after approval by the supervisor. All applications for a State employee or spouse should be signed by the employee's supervisor and forwarded through the bureau training officer, who will in turn prepare the DS-755 and send both the application and DS-755 directly to the Registrar's Office, M/FSI, Room 100, SA-3.

For information, contact Linda Birkner, telephone 235-8799. □

Area studies and language training

—(Continued from preceding page)

Program	Feb	Mar	Apr.	Length of course
Area studies				
Africa, Sub-Sahara	23	—	20	2 weeks
Western Europe	—	23	20	2 weeks
People's Republic of China	—	23	—	2 weeks
Eastern Europe and USSR	—	23	—	2 weeks
Latin America	23	—	20	2 weeks
Near East and North Africa	23	—	20	2 weeks
South Asia	—	—	20	2 weeks
Southeast Asia	—	—	20	2 weeks
Language and advanced area courses				
Afrikaans	9	—	—	24 weeks
Arabic, Modern Standard	9	—	—	24 weeks
Arabic, Modern Standard (Advanced/Tunis)	9	—	—	12/15 months
Bengali	9	—	—	24/44 weeks
Chinese (Standard)	9	—	—	24 weeks
Danish	9	—	—	24 weeks
Dari (Afghan Persian)	9	—	—	24 weeks
Dutch	9	—	—	24 weeks
Farsi (Iranian Persian)	9	—	—	24 weeks
French	9	9	6	20 weeks
German	9	—	6	20 weeks
Greek	9	—	—	24 weeks
Indonesian	9	—	—	32 weeks
Italian	9	—	6	20 weeks
Japanese (Advanced/Yokohama)	9	—	—	12/15 months
Japanese	9	—	—	24 weeks
Norwegian	9	—	—	24 weeks
Polish	9	—	—	24 weeks
Portuguese	9	—	6	20 weeks
Romanian	9	—	—	24 weeks
Russian	9	—	—	24 weeks
Serbo-Croatian	9	—	—	24 weeks
Spanish	9	9	6	20 weeks
Swahili	9	—	—	24 weeks
Swedish	9	—	—	24 weeks
Thai	9	—	—	24 weeks
Familiarization and short-term (fast) courses				
Chinese	2	—	—	6 weeks
French (Metrop.)	9	16	27	10 weeks
French (Sub-Sah.)	9	16	27	10 weeks
German	9	—	27	10 weeks
Italian	9	—	27	10 weeks
Polish	—	9	—	6 weeks
Portuguese (L.A.)	9	—	27	10 weeks
Portuguese (Eur.)	9	—	27	10 weeks
Spanish (L.A.)	9	16	27	10 weeks
Spanish (Eur.)	9	16	27	10 weeks
Turkish	—	9	—	6 weeks
Thai	—	—	27	6 weeks
Early morning language classes				
French	23	—	—	17 weeks
German	23	—	—	17 weeks
Italian	23	—	—	17 weeks
Portuguese	23	—	—	17 weeks
Russian	23	—	—	17 weeks
Spanish	23	—	—	17 weeks □

'New breed' language courses are offered

Starting in January, the Foreign Service Institute will offer "a new breed" of language courses, according to Pierre Shostal, dean of the School of Languages. The 17 Familiarization /Short Term (FAST) courses are designed for employees and family members who have a need for some knowledge of a language, but are not assigned to a language-designated position, Mr. Shostal said.

"We hope to be able to prepare students in the FAST courses to handle common situations and emergencies in the countries in which they will be living," he asserted. "Students will develop language skills at least to the 'survival' level, and practical techniques for functioning in a different culture. While the content of individual courses will vary, some of the common elements are: getting around, shopping, social occasions, recreation, customs and taboos."

The FAST courses in "hard" languages are six weeks long, and concentrate on essential information and skills needed for the immediate assignment. 'World' language courses last 10 weeks, and provide for a somewhat more systematic development of language skills. "We expect that many FAST students in world languages will acquire a foundation to develop considerably higher proficiency at their posts, and that some of them will have assignments in the future which require the same language," Mr. Shostal said.

Personnel with immediate professional needs for language proficiency should continue to enroll in the institute's regular language courses, he added. The fiscal year 1981 schedule for short courses is as follows:

10-week courses				
French (Metrop.)	1/5	2/9	3/16	4/27
French (Metrop.)	6/1	7/6	8/17	9/21
French (Sub-Sah.)	1/5	2/9	3/16	4/27
French (Sub-Sah.)	6/1	7/6	8/17	9/21
Spanish (Lat. Am.)	1/5	2/9	3/16	4/27
Spanish (Lat. Am.)	6/1	7/6	8/17	9/21
Spanish (Eur.)	1/5	2/9	3/16	4/27
	6/1	7/6	8/17	9/21
German	2/9	4/27	7/6	9/21
Italian	2/9	4/27	7/6	9/21
Portuguese (Lat. Am.)	2/9	4/27	7/6	9/21
Portuguese (Eur.)	2/9	4/27	7/6	9/21
6-week courses				
Russian	1/12	5/25	9/7	
Arabic	6/15			
Turkish	3/9	9/7		
Serbo-Croatian	6/15			
Chinese	2/2	5/11	9/21	
Thai	6/15	9/7		
Japanese	4/27			
Polish	3/9	9/7		
Indonesian/Malay	6/15			

Applications for training should be made on DS-755 or OF-170 forms. All training requests should reach the institute's Office of the Registrar not later than 10 working days prior to the start of the course, to ensure that a sufficient number of trained instructors will be on hand for each course. ☐

'Effective writing' class starts February 2

A 22-hour advanced writing seminar for officers working in the field of international affairs, including 12 hours of group sessions followed by one-hour individual private consultations with the instructor, will start February 2 at the Foreign Service Institute. A professional writer will conduct the seminar, and cover the principles that apply to practical writing in general, and on economic and other technical subjects.

A Department Notice on the course says: "Writing is a means of conveying an idea from one mind to another. The more precisely writers work out ideas in their heads, the easier it is for them to put them clearly on paper. To turn this thought around, it is impossible for writers to compose a clear and accurate message if they have not decided exactly what they want to communicate. This course begins with guidance on how to think better, which if successful, should produce clearer and more precise writing."

For information, call the registrar, 235-8765. ☐

Mexico City hosts 2-week word-processing seminar

Mexico City hosted a two-week word-processing seminar for Latin American posts recently, providing advanced training for 10 supervisors who will train users at each of their posts. Topics ranged from telecommunications to mathematical applications, backed up by hands-on experience at the work-stations.

Previous seminars took place in Bangkok and Paris. Another course is being scheduled for Latin American posts where equipment is not yet installed. Word-processing applications are being developed to process telegrams and form letters, and to fill in standard Department forms. ☐

Candidates sought for 3 seminars

The Department is seeking nominations of candidates for three management seminars, to be held at the executive seminar centers in Kings Point, N.Y., and Oak Ridge, Tenn., and at the Federal Fxecutive Institute in Charlottesville, Va. Sessions will be held at various times from early February through early October.

Offered by the Office of Personnel Management (formerly the U.S. Civil Service Commission), the three-week Executive Leadership and Management Program at the Federal Executive Institute is open to employees at GS-15 who have demonstrated executive potential; to new incumbents of top managerial positions in the Department; to members of the Senior Executive Service; to individuals in GS-16, 17 or 18 not in the Senior Executive Service program; and to Foreign Service officers or Reserve officers in Class 3 and above.

MEXICO CITY—Working on word-processing applications, front to back: ***Beatriz Freire*, Caracas; *Betty J. Mason*, Montevideo; *Amalia Moreno*, Mexico City; *Lissette Rodriguez*, Santo Domingo; *Debora Veintemillas*, La Paz; *Johanna de Vargas*, Bogota; *Gerard Marandino*, Mexico City; *Sandra Do Val Galante*, Brasilia.**

The two-week Management Development Seminar in Kings Point and Oak Ridge is open to those at GS-13, FSO/R-4, and FSS-2, and above, who have been in managerial positions for 24 months or longer, and who have received some previous formal training in management. The three-week Executive Development Seminar, also to be held at Kings Point and Oak Ridge, is an intensive course for employees at GS-15, Foreign Service officers at Class 3, and Foreign Service Reserve officers with unlimited tenure, at Class 3, who aspire to positions of greater responsibility in the Department and the Foreign Service.

Information on the seminars may be obtained from the Extension Studies Program, Room 100, Foreign Service Institute, SA-3, telephone 235-8764. Deadlines for the first sessions are January 19, Kings Point; January 26, Charlottesville; and February 2, Kings Point. □

Students urged to apply now for scholarships

All eligible dependent students of Foreign Service families, who have served or are currently serving abroad, are encouraged to apply immediately to the scholarship program of the American Foreign Service Association. In addition to financial aid grants for undergraduate study, merit awards of $500 for high school students graduating in 1981, based on competitive academic excellence, are available.

There is no limit to the number of dependent Foreign Service students who may apply from one family, if eligible. There is a limit, however, on the amount of money that can be awarded to a single student, and also collectively to a family. Grants for individual students range from $200 to $2,000 per year, according to need and limitations imposed by the school attended. The total amount awarded to a family cannot exceed $3,000 per year, regardless of the number of college-attending members.

All financial-aid applications are evaluated by the College Scholarship Service in Princeton, N.J., or Berkeley, Calif. This organization determines categories of need. Most of the schools, colleges and universities in the United States use the organization's statistics to establish a uniform evaluation foundation on which their own programs are then based. The American Foreign Service Association also uses this system, to insure equitable distribution of their scholarship funds.

Students may request application forms for either the financial aid or merit awards (or both, if qualified) by writing to Dawn Cuthell, Scholarship Programs Administrator, AFSA, 2101 E St. N.W., Washington, D.C. 20037, and giving their Foreign Service affiliations. The deadline is February 15. □

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training class are, closest to railing, top to bottom, *Debbie Hixon, Mary Lou Puszczewicz, Sandra Shipshock, Lynn Daroczy, Rose Africh, Elvera Warwick, Paula Sparksman, Patty Wheeler, Anita Fielder, Barbara Phillips, Sheila Dumas.* Middle row, from top: *Marcia Swett, Betty Love, Marie Waller, Priscilla Cadena, Marjorie Washington, Betty Larew, Jill Stanger, Norma Haley, Teresa Savignano, Georgia Medina.* Outside row, from top: *Peggy Sellin, Donna Garrett (faculty), Mary Alexia Smith, Jeannette Schweitzer.* Not shown: *Sandra Holmberg.*

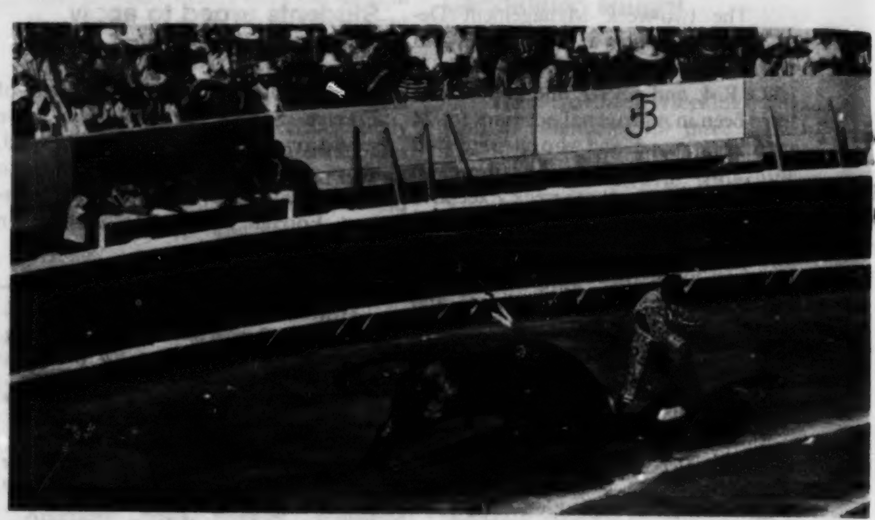
Travel vouchers workshop

A four-hour workshop in the correct procedure for the preparation of travel vouchers will be held January 30, from 9 a.m. to 1 p.m., at the Foreign Service Institute, SA-15, Rosslyn, Room 5703. It is limited to State Department employees in Grades GS-5 and GS-6, primarily. Foreign Service secretaries at all levels returning from post may wish to enroll for the training, too. Enrollment is limited to 25 participants on a first-come, first-served basis. ■

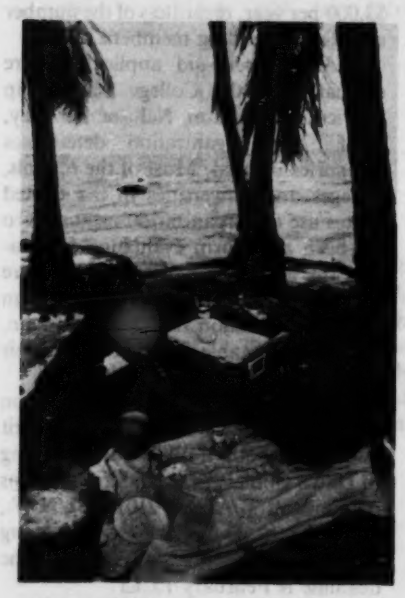
Post of the Month

VENEZUELA: THE VIEW FROM MARACAIBO

Three Foreign Service officers and four national employees staff our consulate in Maracaibo, which has been there since 1824. They say their climate is warmer than at any other U.S. consular post. This is the latest in STATE's series; inquiries from posts that wish to be included are welcome. The "post of the month" photos are by *Jim Callahan.*



Bullfights are the highlight of the annual La Chinita fair.



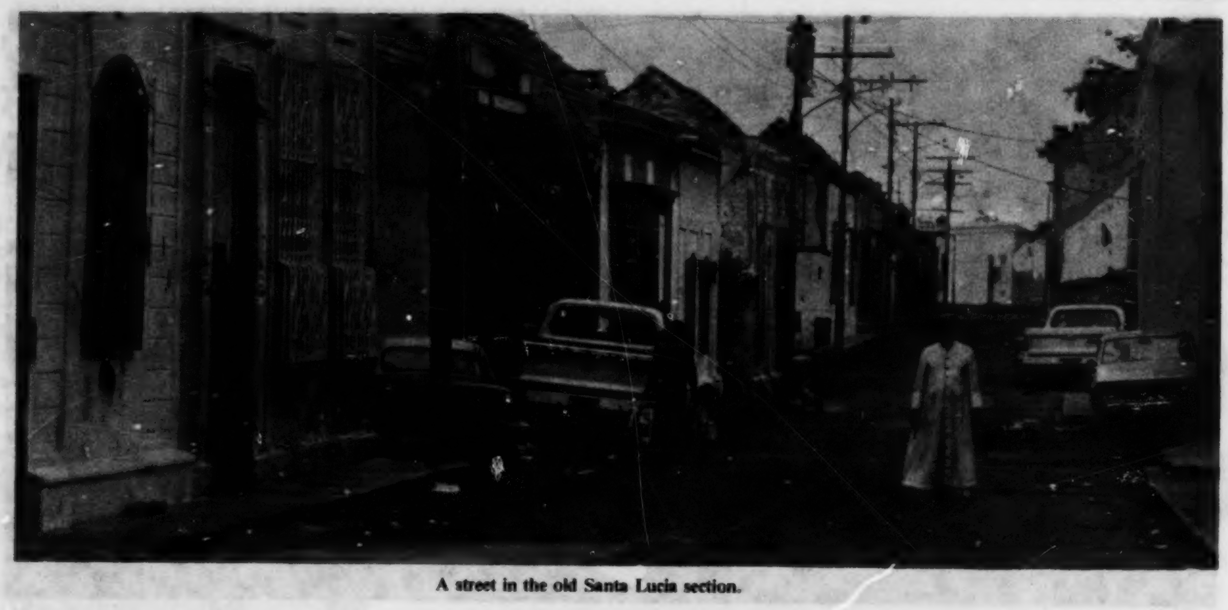
Courtney Callahan**, vice consul *****Bill Brownfield***** and ICA teaching fellow *****Lauren Reed***** at a picnic on the eastern shore of Lake Maracaibo.**

A Venezuelan family entertains consulate employees with local music and songs.

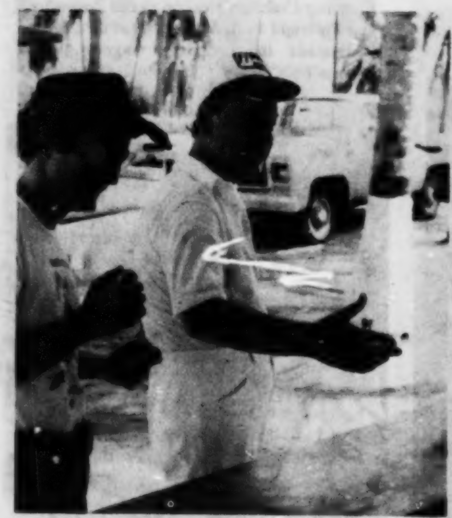
Courtney Callahan, vice consul *Bill Brownfield* and Fulbright Prof. *Ross Ojeda* at the floating restaurant in Sinamaica lagoon, near Maracaibo.

Principal officer *Bob Driscoll* on the yacht Musiu, which means "foreigner."

Foreign Service national employees *Ciro Bracho*, left, and *Lynne Ibarra*, with vice consul *Bill Brownfield*.



A street in the old Santa Lucia section.

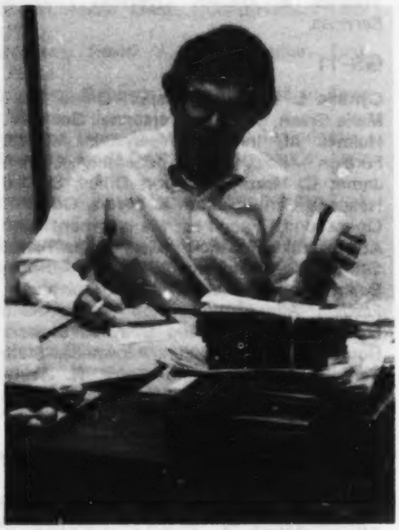


Vice consul *Bill Brownfield* and North American Association president *Eddie Guerra*, at the association's annual picnic.

Public affairs officer *Bill Bach, Flavia Ojeda* and *Huong Bach* prepare a Mexican meal.

The lagoon in Sinamaica, a nearby Indian village.

Commercial specialist *Ada de Ortega*, left, and consular specialist *Josefina de Rincón*.



Vice consul *Jim Callahan*. *(Photo by Bill Brownsfield)* ■

Personnel: Civil Service

Promotions

GS-15

John J. Conway Jr., International Narcotics Matters; Lori Fisler Damrosch, Office of Legal Adviser; **Alan J. Kreczko,** Office of Special Representative of the President.

GS-14

Sara J. Maddux, Office of Management Operations.

GS-13

Maureen Flynn Adler, Inter-American Affairs; Michael B. Newell, Bureau of Administration.

GS-12

Rita Marie Baker, Office of Operations, Foreign Affairs Information Management; **Dorothy L. Brown,** Consular Affairs; **Susan Ginsburg,** International Narcotics Matters; **Thomas E. Glover,** Overseas Citizens Services.

GS-11

Cynthia L. Gethers, Passport Office; **Rose Marie Green,** Bureau of Personnel; **George F. Holmes III,** Information Systems Office, Foreign Affairs Data Processing Center; **James C. Murray,** Passport Office, Special Issuance Center; **Laura K. Myers,** Office of Operations, Facilities Management and Administrative Services; **Mary Linda Parks,** Office of Comptroller, Finance Office; **Beatrice Juanita Reid,** Office of Operations, Foreign Affairs Information Management; **Marion L. Rodgers** and **Betty A. Stewart,** Bureau of Administration, Allowances Staff; **Terry L. Sprouse** and **Steve R. Truly,** Information Systems Office, Foreign Affairs Data Processing Center.

GS-9

Gahl H. Bothe, Office of Chief of Protocol; **Stephanie A. Gillespie,** East Asian and Pacific Affairs; **Celeste A. Jackson** and **Lister V. Smith,** Office of Operations, Foreign Affairs Information Management; **William R. Noyes,** Passport Office, Special Issuance Branch; **Kathleen M.A. Padovano,** Office of Legal Adviser; **Barbara D. Shanks,** Bureau of Public Affairs; **Lyn Ward,** Passport Office, San Francisco; **Marcell Washington,** Passport Office, New Orleans.

GS-7

Christine S. Alcombrack, Passport Office, Houston; **Carolyn, D. Bow,** Office of Comptroller; **Andromachi Chiacu,** Passport Office, Special Issuance Branch; **Carla V. Coleman,** Passport Office, Washington; **James E. Crews** and **Jessie B. Weaver,** Office of Secretary, Information Management Section; **Thomasine L. Davis,** Intelligence and Research; **Alex Galovich,** Passport Office, Acceptance Facilities and Insular Coordination Staff; **Marc Gorelick,** Passport Office, Los Angeles; **Margaret L. Hardrick,** Bureau of Personnel; **Donna M. Harley,** Office of Security, Domestic Operations; **Mary C. Lynch,** Office of Chief of Protocol; **Ingrid J. McLain,** Visa Office; **Cindy R. Miller,** Office of Operations, Foreign Affairs Information Management; **Brenda L. Morgan,** Passport Office, Houston; **Richard J. Natale** and **Barbara Lynn Scott,** Office of Operations, Supply and Transportation Division; **Gail Suzanne Nogrady** and **Janet R. Orndorff,** Consular Affairs; **Mary J. Pensabene** and **Judy Call Wenk,** Bureau of Public Affairs; **Lannie M. Prince,** Office of Equal Employment Opportunity; **Veronica B. Turner,** Office of Inspector General.

GS-6

Laura Maria Brown, Passport Office, Houston; **Earl J. Johnson,** Human Rights and Humanitarian Affairs; **Pamela D. Johnston,** Near Eastern and South Asian Affairs, Economic Affairs Office; **Lynne Dorothy Lamb** and **Caryn Lynn Sinsel,** Bureau of Personnel; **Valinda J.P. Lawrence,** Evaluation and Standards Division; **Barbara McCoy,** Politico-Military Affairs; **Anne V.R. Saxby,** Inter-American Affairs; **Joyce A. Turner,** Central African Affairs; **Gloria J. Williams,** International Organization Affairs.

GS-5

Joanne S. Abraham, Economic and Business Affairs; **Kevin B. Barnes,** Information Systems Office, Foreign Affairs Data Processing Center; **Louise T. Boone,** Bureau of Personnel; **April J. Guice,** Office of Security; **Paula M. Lorfano,** Office of the Historian; **Annie M. Martin,** Pouch and Courier Operations Division; **Harry T. Ponting Jr.,** Inter-American Affairs; **Susan Jane Powell,** Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs.

GS-4

Robert R. Blake and **Elizabeth A. Howard,** Administrative and Clerical Pool; **Aaron E. Colbert,** Office of Operations, Supply and Transportation Division; **Sharon D. Douglas** and **Janine Michele Woodson,** Office of Comptroller, Finance Office; **Nadine J. Gibson,** Passport Office, Stamford; **Iris J. Makle,** Visa Office; **Kerstin J. McLain,** Economic and Business Affairs; **Brenda G. Muhammad,** Passport Office, Philadelphia; **Denitra R. Thorne,** Office of Operations, Foreign Affairs Information Management; **Mary Kathleen Tortorici,** Medical Services; **James R. Wilkins,** Communications Center.

Wage board promotion

Barry N. Wilson, Office of Supply, Transportation and Procurement, has been promoted to WG-5. ☐

GS-3

Lawrence F. Bowlding Jr., Oceans and International Environmental and Scientific Affairs; **Loretta Moore,** Office of Operations, Supply and Transportation Division; **Ruby D. Prioleau,** Office of Comptroller; **Ruth H. Steward,** Consular Affairs.

New appointments

Abadir, Basim, Foreign Service Institute
Abston, O. Gene, Cuban/Haitian Task Force
Alexander Jr., Joseph N., Office of Comptroller, Finance Office
Alleva, Louis C., Bureau of Public Affairs
Alonso, Juan Candido, Cuban/Haitian Task Force
Alonso, Juan Carlos, Cuban/Haitian Task Force
Altemar, Louis Charles, Cuban/Haitian Task Force
Atkins, Hannah D., U.S. Mission to UN
Atkinson, Toya L., Office of Security, Washington Field Office
Ayon, Marta Perez, Cuban/Haitian Task Force
Basurto, Ricardo, Cuban/Haitian Task Force
Beauvior, Marie Rose, Cuban/Haitian Task Force
Ben-Yishai, Llora, Foreign Service Institute
Bianchi, Hollis Dolice, Central European Affairs
Boldin, Ann Michele, Cuban/Haitian Task Force
Bomman, Kellie Lynne, Cuban/Haitian Task Force
Boucard, Edzer, Cuban/Haitian Task Force
Brackett, Paula K., Cuban/Haitian Task Force
Brown-Davis, Jacqueline L., Cuban/Haitian Task Force
Brown, Leslie Renee, Cuban/Haitian Task Force
Brylogle, Karen Lani, Foreign Service Institute
Buchanan, Susan H., Cuban/Haitian Task Force
Caraballo, William, Cuban/Haitian Task Force
Carosso, Juan Jose, Cuban/Haitian Task Force
Carson, Joanne, Administrative and Clerical Pool
Cassagnol, Maud Marie, Cuban/Haitian Task Force
Castellana, Althea D., U.S. Mission to UN
Castellano, Fermin B., Cuban/Haitian Task Force
Castellitto, Salvatore J., Inter-American Affairs, Policy Planning, Public and Congressional Affairs
Castro, Ela, Cuban/Haitian Task Force
Cesaire, Avenel John, Cuban/Haitian Task Force

BUREAU OF ADMINISTRATION— Transportation specialist *Ross Rolark*, left, a 34-year veteran of State, is honored on his retirement by *E. Parks Olman*, chief of the Transportation Division. *(Photo by David Humphrey, Visual Services)*

Cham, Ralph Joseph, Cuban/Haitian Task Force
Ciceron, Raynold, Cuban/Haitian Task Force
Coleman, Joseph B., Office of the Secretary
Collier, Shelly A., Administrative and Clerical Pool
Conway, Frederick James, Cuban/Haitian Task Force
Cossio-Pinero, Rosa, Cuban/Haitian Task Force
Costello, Margaret C., Cuban/Haitian Task Force
Damas, Antoine Joson, Cuban/Haitian Task Force
Davis, Alicia J., Administrative and Clerical Pool
Davis, Greer Elaine, Cuban/Haitian Task Force
De La Aguilera, Luis F., Cuban/Haitian Task Force
De Los Rios, Roberto, Cuban/Haitian Task Force
Deily, Theresa M., Information Systems Office, Systems Design and Programming Division
Deloney, Joyce Ann, Foreign Buildings Office
Denis, Rita, Cuban/Haitian Task Force
Diaz, Jose, Cuban/Haitian Task Force
Douglas, Pamela Michelle, Cuban/Haitian Task Force
Dubon, Rossy, Cuban/Haitian Task Force
Duharte, Rafael, Cuban/Haitian Task Force
Durand, Antonio, Cuban/Haitian Task Force
Dye, Lillian A., European Affairs
Easton, Darrel Jerome, Passport Office, Records Branch
Edwards, Clayton J., International Joint Commission
Elriz, Miguel, Cuban/Haitian Task Force
Elizee, Paul Richard, Cuban/Haitian Task Force
Eno, Frances Rae, Cuban/Haitian Task Force
Estigo Jr., Francis L., Cuban/Haitian Task Force
Etienne, Etchika Merry, Cuban/Haitian Task Force
Etienne, Peter Edwidge, Cuban/Haitian Task Force
Felder, Gail P., Foreign Service Institute
Fernandez, Aline M., Cuban/Haitian Task Force
Fisher, Sarah G., Office of Operations, Facilities Management and Administrative Services
Flanagan, Ellen M., Administrative and Clerical Pool
Flores, Freddy H., Cuban/Haitian Task Force
Florez, Ramon A., Cuban/Haitian Task Force
Fones, Karen L., Cuban/Haitian Task Force
Garces, Rolando Rene, Cuban/Haitian Task Force
Garcia, Esteban, Cuban/Haitian Task Force
Garcia, Hector S., Cuban/Haitian Task Force
Garcia, Jacqueline L., Cuban/Haitian Task Force
Garcia, Obdulia Librada, Cuban/Haitian Task Force
Gingles, Marie Luisa, Cuban/Haitian Task Force
Gonzalez, David V., Cuban/Haitian Task Force
Gonzalez, Deborah A., Cuban/Haitian Task Force
Gonzalez, Lucy, Cuban/Haitian Task Force
Govantes, Maria Cristina, Cuban/Haitian Task Force
Grubenhoff, Diane Lynn, Cuban/Haitian Task Force
Guerrero, Nieves, Cuban/Haitian Task Force
Hainesworth, Darlene, Office of the Comptroller, Finance Office
Hawkins, Charles, Cuban/Haitian Task Force
Heuer, Robert, Cuban/Haitian Task Force
Holmes, Eliana, Operations Center
Hoplan, Herman E., Cuban/Haitian Task Force
Hyppolite Jr., Gilbert, Cuban/Haitian Task Force
Hyppolite, Jacqueline, Cuban/Haitian Task Force
Jean, Feller, Cuban/Haitian Task Force
Jefferson, Una M.P., Oceans and International Environmental and Scientific Affairs
Jeffery, Ned, Cuban/Haitian Task Force
Johnson, Geraldine, Cuban/Haitian Task Force
Joseph, Marie M. Cuban/Haitian Task Force
Keck, Rhonda D., Administrative and Clerical Pool
Kyros, Peter Nicholas, Economic and Business Affairs
Landow, Nathan, U.S. Mission to UN
Laroche, Marie Judith, Cuban/Haitian Task Force
Lenehan, Emily Teresita, Cuban/Haitian Task Force
Leonie, Noel, Cuban/Haitian Task Force
Lezcano, Maria T., Cuban/Haitian Task Force
Licht, Humberto, Cuban/Haitian Task Force
Llaguno, Miriam, Cuban/Haitian Task Force
Llaguno, Tirsa, Cuban/Haitian Task Force

Lopez, Eddie Jesus, Cuban/Haitian Task Force
Lopez, Elsie Marie Jeanne, Cuban/Haitian Task Force
Lopez, Gracie, Cuban/Haitian Task Force
Lozada, Humberto, Cuban/Haitian Task Force
Lumsdem, Susan L., Bureau of Personnel
MacMillin, Katherine Ann, Bureau of Personnel, Recruitment, Examination and Employment
Mahoney Jr., Lawrence T., Cuban/Haitian Task Force
Maida, Teri Anne, Cuban/Haitian Task Force
Marchowsky, Joseph Andrew, Cuban/Haitian Task Force
Martelly, Anne Marie, Cuban/Haitian Task Force
Martinez-Aguilo, Jose L., Cuban/Haitian Task Force
Martinez, Felipe, Cuban/Haitian Task Force
McGill, Mary E., Administrative and Clerical Pool
Meilbeck, John Joseph, Cuban/Haitian Task Force
Mercer, Sheila M., Administrative and Clerical Pool
Michalski, Michael P., U.S. Mission to UN
Mikulich, Mary Ann, Cuban/Haitian Task Force
Miller, Margot Sutherland, Cuban/Haitian Task Force
Milner, Amy N., Passport Office, Stamford
Moise, Reynold, Cuban/Haitian Task Force
Molina, Ray, Cuban/Haitian Task Force
Mothie, Joelle, Cuban/Haitian Task Force
Nash, Kimberly Beth, Cuban/Haitian Task Force
Neblett, Evalyn Carolyn, Cuban/Haitian Task Force
Newsom, Barbara, U.S. Mission to UN
Nichols, David Arthur, Cuban/Haitian Task Force
Nicoleau, Hardy, Cuban/Haitian Task Force
Nicoleau, Yves, Cuban/Haitian Task Force
Nixon, Miriam E., Cuban/Haitian Task Force
Noel, Solange, Cuban/Haitian Task Force
Odige, Saintull, Cuban/Haitian Task Force
Oswalt, Cheryl A., Administrative and Clerical Pool
Pappalardo, Angelo Jean, Cuban/Haitian Task Force
Paz, Javier, Cuban/Haitian Task Force
Peltran, Jean J., Cuban/Haitian Task Force
Pena, Esperanza, Cuban/Haitian Task Force
Penick, Robin S., Office of Security, Physical Security Branch
Perminter, Wanda L., Administrative and Clerical Pool
Piloto, Carlos J., Cuban/Haitian Task Force
Polley, Terance W., Bureau of Personnel
Powell, Elaine F., Bureau of Personnel
Quintana, Matilde G., Cuban/Haitian Task Force
Quirantes, Lourdes, Cuban/Haitian Task Force
Rada, Ernesto Felix, Cuban/Haitian Task Force
Rameau, Marie Jose, Cuban/Haitian Task Force
Ranilli, Peter J., Cuban/Haitian Task Force
Refuse, Marie Y., Cuban/Haitian Task Force
Rey, Marylin M., Cuban/Haitian Task Force
Richards, Sharon, Office of the Comptroller, Finance Office
Rivera, Jose A., Cuban/Haitian Task Force
Rivera, Mario Antonio, Cuban/Haitian Task Force
Rodriguez, Juan M., Cuban/Haitian Task Force
Rodriguez, Ricardo, Cuban/Haitian Task Force
Rogers, Aileen Victoria, U.S. Mission to UN
Ross, Kimball, Cuban/Haitian Task Force
Rouco, Ana Cecilia, Cuban/Haitian Task Force
Scharf, Maria Luz, Cuban/Haitian Task Force
Schwartz, David Nathaniel, Politico-Military Affairs, International Security Policy
Shaak, David, Cuban/Haitian Task Force
Shields, Constance Cecilia, Economic and Business Affairs, Tropical Products Division
Smither, Robert, Cuban/Haitian Task Force
Smolik, Maria Irene, African Affairs
Solano, Gloria L., Cuban/Haitian Task Force
Soza, Norma Socorro, Cuban/Haitian Task Force
Spetgang, Yitzhak W., Foreign Service Institute
Stell, Patrick Peter, Cuban/Haitian Task Force
Straus, Hindell F., Cuban/Haitian Task Force
Suevo, Christina Theresa, Cuban/Haitian Task Force
Tamayo, Pedro A., Cuban/Haitian Task Force
Torres, Julio, Cuban/Haitian Task Force
Tucker, Wanda Ann, Office of Inspector General
Tung, Keith Robert, Foreign Service Institute
Ulrich, Jennifer S., Administrative and Clerical Pool
Vail, Geraldine Anita, Cuban/Haitian Task Force
Valdes, Carmen, Cuban/Haitian Task Force
Vega, Nestor, Cuban/Haitian Task Force
Velez, Feliz N., Cuban/Haitian Task Force
Vidal, David Jonathan, Office of the Secretary
Vigil, Robbie Allen, Cuban/Haitian Task Force
Walker, Mary Anne, Cuban/Haitian Task Force
Wentz, Melanie Kuhlman, Cuban/Haitian Task Force
Wilkerson, Joseph, Cuban/Haitian Task Force
Wills, Warren E., Cuban/Haitian Task Force
Woolsey, Jere, Cuban/Haitian Task Force
Wootten, Alfred Veronon, Cuban/Haitian Task Force

Reassignments

Birkinshaw, Laura M., Administrative and Clerical Pool to Bureau of Personnel
Clifford, Maria K., Consular Affairs to Bureau of Personnel
Draize, Donna T., Administrative and Clerical Pool to International Organization Affairs, International Economic Policy Staff
Freeman, Carol A., Human Rights and Humanitarian Affairs to Office of Refugee Programs
Hansen, Robert William, Politico-Military Affairs to Intelligence and Research
Howard, Patricia C., African Affairs to Bureau of Personnel
Hughes, Harrietta, Office of Security to Economic and Business Affairs, Special Trade Activities and Commercial Treaties Division
Keys, Marcia L., Administrative and Clerical Pool to Visa Office
Long, Andrea L., Office of Coordinator, UN Conference on Science and Technology for Development to Refugee Programs
Mattox, Robert W., Administrative and Clerical Pool to Inter-American Affairs, Policy Planning, Public and Congressional Affairs
O'Keefe, Allison J., Administrative and Clerical Pool to Office of Security
Perry, Priscilla R., Oceans and International Environmental and Scientific Affairs to Medical Services
Peterson, Geraldine H., Medical Services to Bureau of Administration
Pizza, Gregory E., Passport Office, Stamford to Passport Office, San Francisco
Robertson Jr., William T., Consular Affairs to Bureau of Public Affairs
Serey, Paul R., Foreign Buildings Office to East Asian and Pacific Affairs
Sisk, Mary E., Administrative and Clerical Pool to Office of Comptroller, Finance Office
Sorbello, Marie E., Administrative and Clerical Pool to Bureau of Public Affairs
Stasko, Yetta S., Passport Office, Seattle to Passport Office, Miami
Ward, Lucian J., Administrative and Clerical Pool to Pouch and Courier Operations Division
White, Susan Y., European Affairs to Intelligence and Research
Winder, Clarence B., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs

Resignations

Alexis, Cathy Carol Coney, Passport Office, Chicago
Avalos, Guadalupe, Cuban/Haitian Task Force
Barnes, Donald C., Cuban/Haitian Task Force
Bates, Lillie Faye, Passport Office, Chicago
Bean, Sandra Lee, Cuban/Haitian Task Force
Bell, Rowena L., Passport Office, Records Branch
Benson, Stuart Edward, Office of Legal Adviser for Economic and Business Affairs

Blum, Daniel J., Office of Refugee Affairs
Boyd, John Arthur, Office of Legal Adviser for Treaty Affairs
Braslie, Margaret, Cuban/Haitian Task Force
Brenneman, Julia K., Operations Center
Brown, Darryl, Passport Office, Los Angeles
Brown, Renee Darcel, Passport Office, Boston
Brown, Tywanna, Office of Comptroller, Finance Office
Caldwell, Victoria Burke, Office of Operations, Supply and Transportation Division
Cifelli, Rosemary M., Passport Office, Boston
Clapp, Edwin Jones, Cuban/Haitian Task Force
Clayton, Wayne D., Information Systems Office, Foreign Affairs Data Processing Center
Coates, Yvonne E., Passport Office, Washington
Colby, Mary E., Near Eastern and South Asian Affairs
Collins III, James H., Cuban/Haitian Task Force
Cracouaner, Marianne D., Cuban/Haitian Task Force
Dal Santo, Mary, Bureau of Administration
Davidson, Leslie K., African Affairs
Dennis, Jonathan Mark, Passport Office, Records Branch
Devonshire, James Leroy, Cuban/Haitian Task Force
Devonshire, Marlene Marie, Cuban/Haitian Task Force
Domsalla, Marie-Anne, Passport Office, Seattle
Dotson, Dolly Alanna, Passport Office, Records Branch
Droker, Linda Susan, European Affairs
Fadel, Raymond T., Oceans and International Environmental and Scientific Affairs
Ford, Joyce S., Medical Services
Fotinakes, Dinny J., Passport Office, Los Angeles
Garner, Bridget, Passport Office, Stamford
Gates, Lloyd W., Pouch and Courier Operations Division
George, Lorraine E., Pouch and Courier Operations Division
Gonzalez, Wanda, Cuban/Hatian Task Force
Goodwin, Lisa Jeanne, Secretariat
Gordon, Stan K. Operations Center
Gregory, Kristine C., Secretariat
Guzman, Ralph Cortez, Inter-American Affairs
Habdas, Marie H., Foreign Service Institute
Hagerty, Leonard D., Cuban/Haitian Task Force
Hainesworth, Darlene, Office of Comptroller, Finance Office
Harrison, Anna C., Passport Office, Records Branch
Hathaway, Alice C., Office of Comptroller, Finance Office
Hicks, Yvette, Office of Comptroller, Finance Office
Hill, Nancy J., Oceans and International Environmental and Scientific Affairs
Hill, Raymond D., Office of Under Secretary for Economic Affairs
Hill, Syrinthia R., Secretariat
Holly, Cynthia Nadine, Bureau of Personnel
Howe, Perlan M., Bureau of Personnel
Irvin, Philomena C., Cuban/Haitian Task Force
Jackson, Cheryl R., International Organization Affairs
Jackson, Yvette M., Passport Office, Boston
Jimenez, Dorothy, Cuban/Haitian Task Force
Johnson, Cynthia P., Passport Office, Records Branch
Johnson, Kimberly, Passport Office, Chicago
Johnson, Timothy Russell, Office of Operations, Employee Services Center
Joyner, Clyda R., Office of Comptroller,

FOREIGN SERVICE INSTITUTE—Graduates of the November Departmental clerical orientation class are, seated, from left: *Ann Parnham, Shelly Collier, Tywana Brown, Darlene Hainesworth, Una Jefferson, Wanda Perminter, Clyde Joyner, Joseph Alexander.* Standing: *M. Irene Smolik, Helen Robinson, Joanne Carson, Wanda Tucker, Mary E. McGill, Elaine Powell, Cheryl Oswalt, Darrel Easton, Geraldine Casso Moraes, Constance Shields, Susan Lumsden, Ellen Flanagan,* and *Donna Garrett,* course chairwoman.

Finance Office
King Jr., James W., Foreign Buildings Office
Kieter, Elizabeth J., Bureau of Personnel
Korcak, Elizabeth Ellen, Office of Security, Technical Services Division
Kott, Robert William, Passport Office
Lau, Jadine Y.H., Passport Office, Honolulu
Lawrence, Sheri Yvonne, Passport Office, Los Angeles
Lee, Ivy Elizabeth, Office of Operations, Foreign Affairs Information Management
Liebig, James R., Passport Office, Detroit
Livingston, Elizabeth S., Passport Office, Stamford
Lozada, Humberto, Cuban/Haitian Task Force
Magee, William Francis, Cuban/Haitian Task Force
Maiorana, Denise A., U.S. Mission to UN
Marin, Eduardo, Cuban/Haitian Task Force
Mattson, Ilse K., Foreign Service Institute
Mayo, Harvey Bruce, Passport Office, Records Branch
Mazaroff, Jay Warren, Office of Operations, Supply and Transportation Division
McCloud, Donald L., Office of Operations, Foreign Affairs Information Management
McMahon, Colleen, U.S. Mission to UN
McCoy, Annelise G., Inter-American Affairs
McElroy, Madeline A., Passport Office, Philadelphia
McFadden, Marvin Lee, Office of Operations, Foreign Affairs Information Management
McGee, John J., Pouch and Courier Operations Division
McNatt, Mary D., Office of Operations, General Services Division
Merritt, Bonnie J., Passport Office, Stamford
Meukow, Sonja W., Foreign Service Institute
Mikeal, Gwendolyn B., Cuban/Haitian Task Force
Mitchell, Tonya M., Office of Operations, Foreign Affairs Information Management
Nash, Jonathan R., Administrative and Clerical Pool
Ng, Fay J., Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff
Oglesby, Danny Albert, Cuban/Haitian Task Force
Olenik, Kathleen Anne, Visa Office
Patterson, Lisa M., Passport Office, Seattle
Perdomo, Concepcion, Cuban/Haitian Task Force
Perkins, Valerie V., Office of Security
Pettis, Damita Jo., Office of Operations, Foreign Affairs Information Management
Phillips, Linda H., East Asian and Pacific Affairs
Pinkney, Patricia D., Passport Office, Chicago
Porter, Beverly A., Passport Office,
Price, Vernette M., Passport Office, Seattle
Przeworski, Cynthia A., Office of Security, Chicago Field Office
Quarles, Cynthia Robena, Pouch and Courier Operations Division
Regalado Jr., Adolfo, Cuban/Haitian Task Force
Rice, Gwendolyn Lavell, Pouch and Courier Operations Division
Richards, Sharon, Office of Comptroller, Finance Office
Ripley, Martha L., International Organization Affairs
Rivera, Jose A., Cuban/Haitian Task Force
Robertson, Charlita R., Bureau of Personnel
Russell, Jeanette C., Passport Office, Philadelphia
Sakaue, Marlene J., East Asian and Pacific Affairs
Sanchez, Ivan, Cuban/Haitian Task Force
Sanchez, Lorenzo Obed, Cuban/Haitian Task Force
Shepherd, Cheryl Ann, Secretariat
Shields, Robert L., Cuban/Haitian Task Force
Simpson, Norma K., Office of Operations, Supply and Transportation Division
Sinclair, Mary Christine, Office of Operations, General Services Division
Small, Robert W., Cuban/Haitian Task Force
Smith, David, Oceans and International Environmental and Scientific Affairs
Smith, Devi Renee, Passport Office, Miami
Smith, Patricia Louise, Passport Office, Chicago
Stallings, Audrey Ramona, Office of Operations, Foreign Affairs Information Management
Stell, Patrick Peter, Cuban/Haitian Task Force
Swankowski, Steve T., Pouch and Courier Operations Division
Tart, Terry Rochelle, Passport Office, Philadelphia
Tatum, Tollynne D., Pouch and Courier Operations Division
Thomas, Pamela L., Passport Office, New York
Trice, Beverly M., Passport Office, Chicago
Voronina, Lydia V., Foreign Service Institute
Walker, Jeffrey A., Office of Comptroller, Finance Office
Walsh, Anne V., Foreign Service Institute
Waters, Lynette Ruth, Office of Comptroller, Finance Office
Weissman, Noa, Foreign Service Institute
West, Ivy L., Office of Inspector General
West, Robert, Passport Office, Los Angeles
West, Robert R., Bureau of Personnel
Whitworth, William R., Bureau of Personnel, Civil Service
Williams, Joyce Burnette, Passport Office, Records Branch
Williams, Shirley Ann, Passport Office, Records Branch
Wineberger, Donna L., Bureau of Personnel, Foreign Service Career Development and Assignments
Wolf, William John, Office of Operations, Supply and Transportation Division
Wright, Jacqueline Sheila, Secretariat
Young, Carol, Foreign Buildings Office
Young, Cecelia Marie, Passport Office, Boston
Yu, Hsiu-Chuan L., Foreign Service Institute

Retirements

Brown, Helen E., Bureau of Personnel
Deandrea, Dorothy M., International Organization Affairs, Health and Narcotics Programs
Dunkley, Barbara H., Economic and Business Affairs
Dye, Lillian A., European Affairs, Northern European Division
Leardo, Olga M., Office of Operations, Supply and Transportation Division
Naylor, Martha C., Communications Center
Schwartz, Lenore G., Human Rights and Humanitarian Affairs
Shulman, Marshall Darrow, Office of Special Adviser to the Secretary
Smith, Zelpha H., Intelligence and Research
Territo, Margaret, Passport Office, New York ☐

Private-sector training opportunity for GS-13-15

The President's Executive Exchange Program is seeking "high calibre" federal employees, at Grades GS-13-15, who are interested in spending a year in the private sector, beginning in September. Deadline for nominations is March 2.

The program is designed to encourage and promote better understanding between business and Government. It provides participating executives in both sectors a "rare experience in professional growth," said Lee M. Cassidy, executive director. He added: "Participation is one option for completion of the training requirements for the Senior Executive Service." Information may be obtained from the President's Commission on Executive Exchange, P.O. Box 14179, Washington, D.C. 20044, (202) 632-6834. ☐

Senior executive regulations

Final regulations have been issued on the definition of the Senior Executive Service and its use of limited appointments. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Personnel: Foreign Service

New appointments

Barnes, Thomas J., Classification/Declassification Center
Baskin, Myron Adelbert, Classification/Declassification Center
Bernius, Cathy L., Tegucigalpa
Browning, Jeanette C., Calcutta
Carrington, Walter C., Dakar
Carroll, Joyce L., Medical Services
Chamberlain, Boyd M., Monrovia
Crowley, Edwin D., Classification/Declassification Center
Daroczy, Lynn D., Geneva
Dumas, Sheila P., Moscow
Fritz, Michael L., Monrovia
Getzinger, Richard Willis, Ottawa
Ginader, John A., Athens
Golden, John T., Kinshasa
Haley, Norma J., Paris
Hall, Charles, Brussels
Hauben, Robert I., Medical Services
Holmberg, Sandra K., Hong Kong
Johnson, Chadwick, Classification/Declassification Center
Joyner, Renee D., Human Rights and Humanitarian Affairs, Office of Human Rights
Kimelman, Henry, Port-au-Prince
Kirkpatrick, Barbara Kay, Tel Aviv
Kryza, E. Gregory, Classification/Declassification Center
Larew, Betty W., Paris
Mahoney, Howard L., Amman
Miller, William F., Classification/Declassification Center
Montoya, Robert C., London
Myers, Charles E., Monrovia
Nall, Edward T., Monrovia
Noel, Bobby R., Office of Security, Technical Support Branch
Phillips, Barbara J., Lima
Puszcewicz, Mary L., Tel Aviv
Reddington, James W., Intelligence and Research
Reynolds, G. Edward, Classification/Declassification Center
Savignano, Teresa L., Amman
Scerritt, Ralph, Bureau of Personnel, Board of Examiners
Schertz, Mary Lou, Department Family Liaison Office
Schroeder, Charles A., Shanghai
Sellin, Margaret L., Istanbul
Shipshock, Sandra Jean, Kingston
Smith, Maryalexia, Wellington
Solitario, Helen S., Hong Kong
Stevenson, Robert Ayer, Classification Declassification Center
Stranger, Jill L., Brussels
Swedenburg, Wayne A., African Affairs
Swett, Marcia Kay, Tokyo
Timmins, Lola A., Guatemala
Vogler Jr., Earl F., Islamabad
Warner, Easton C., Khartoum
Warwick, Elvera Margaret, Monrovia
Washington, Marjorie, Manila
Wheeler, Patricia T., Caracas
Wilson, Cecily, Islamabad
Woodard, Nellie R., Panama

Transfers

Achilles, Norman L., Yokohama to Tokyo
Acosta, Luis E., Equal Employment Recruitment Complement to Bogota
Adams, Thomas Cule, Brussels to European Affairs
Adie, Marian R., Paris to Bangui
Arcement, Margaret H., Praia to Bureau of Personnel, African Assignments
Austern, Donald M., Caracas to Inter-American Affairs
Bainbridge, John R., Frankfurt to Mexico
Baker, Dorothy E., Moscow to Vienna
Bashore, Clayton R., Caracas to Inter-American Affairs
Baugh, Roy S., Brussels to Algiers
Belew, Wendell L., Khartoum to Inter-American Affairs
Bell, Thomas A., Stockholm to Office of Communications
Bender, Bonita Lynne, Moscow to Bonn
Benson, Roger N., Department of Commerce to Bureau of Personnel
Bishop, John C., European Affairs to Ottawa
Blair, Robert Dew, Nairobi to Manila
Blodgett, John S., Korea to Foreign Service Institute
Bloom, Mary Alice, Department of Commerce to Brussels
Bortle, Bruce L., Accra to Lima
Bortle, Florence G., Accra to Lima
Boyatt, Thomas D., Ouagadougou to Bogota
Boyer, Kenneth J., African Affairs to Djibouti
Brennan, Richard M., Berlin to European Affairs
Brown, Robert C., Quito to Inter-American Affairs
Bullen, Mady E.B., Venezuela to San Jose
Buncher, Judith, Foreign Service Institute to Bucharest
Burleigh, Albert Peter, Congressional Relations to Kathmandu
Butler, James L., Havana to Lisbon
Callen, Margaret A., France to Kinshasa
Canney, Paul F., Stockholm to Inter-Governmental Assignment
Chapman Jr., Roland R., Brussels to Algiers
Chatfield, Christian C., African Affairs to Kinshasa
Chun, Gladys K.F., Kuwait to Beijing
Clair, William J., Port Louis to African Affairs
Clifford, Mary Ruth, Karachi to Casablanca
Considine, Thelma M., Australia to Guatemala
Cooke, Goodwin, Central Africa to Inter-Governmental Assignment
Corr, Edwin G., International Narcotics Matters to Lima
Corris Jr., John William, Office of Security, Education and Training Branch to Brasilia
Cox, Lynne R., Somalia to European Affairs, Soviet Office
Crites, C. Edward, Monrovia to African Affairs
Cromwell, Stephen R., Brazzaville to Maseru
Culyba, Mary, Berlin to European Affairs
Curran, Brian Dean, Brussels, European Community to Paris
Cvetan, Edward J., Moscow to Jakarta
Czirjak, Andrew, European Affairs to Budapest
Davis, John R., St. Johns to Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs
Depree, Willard A., Maputo to Office of Inspector General
Derham, James Michael, Economic and Business Affairs, Tropical Products Division to Rome
Dick, Catherine E., East Asian and Pacific Affairs to Hong Kong
Dixon, Timothy J., Panama to Leningrad
Dome, Valeta R., Quito to Mogadishu
Doores, William H., Bogota to Inter-American Affairs
Duffy, Patricia J., Barcelona to Beijing
Duncan, Nancy, Ivory Coast to Islamabad
Eaton, William F., Dar-es-Salaam to Seoul
Eckhardt, Linda Mathews, Foreign Service Institute to Gaborone
Eicher, Peter D., Nigeria to Foreign Service Institute
Ezelle, Robert E., United Kingdom to Tijuana
Fairfax, Ben Floyd, Moscow to Paris, Organization for Economic Cooperation and Development
Ferguson, John E., Near Eastern and South Asian Affairs to Kuwait
Forbes, Thomas L., Communications Center to Rome
Fulham, William R., Bahrain to Copenhagen
Gale, Rickey K., Monrovia to Bucharest
Garcia, Jenaro A., European Affairs to Rome
Glowen Jr., Edmund P., Vancouver to Asuncion
Goins, Herbert S., Quito to Inter-American Affairs
Goodman, Andrew Lewis A., Winnipeg to European Affairs, Soviet Office
Grasty, Kenneth Jefferson, Manila to Santo Domingo
Grigola, Sandra T., Rome to European Affairs, Office of Atlantic Politico-Military Affairs
Grundeman, Raymond D., Leningrad to European Affairs
Guignard, Michael J., San Jose to Naples
Ham, Bradford, W., Khartoum to Rome
Hampton, Shirley E., Mexico to San Salvador
Hart, Frank L., Jidda to Jakarta
Haugh, William J., Junior Officer Corps to Halifax
Hayden, Ruth J., Foreign Service Institute to Lima
Hays, Donald S., Freetown to Secretariat Staff
Henderson, Mahlon, Songkhla to Politico-Military Affairs
Hendon, Owen W., Foreign Buildings Office to Hong Kong
Heskin, Carolyn I., Oslo to Brussels
Higgins, Peter T., Foreign Service Institute to

JAKARTA, Indonesia—Rehearsing cheerleaders line up for the senior deputy assistant secretary for personnel, Ambassador *Ronald Palmer*, during his visit to the International School. Escorting him is *Allene Masters*, an elected member of the School Council.

Auckland
Hill, Gordon E., United Kingdom to Overseas Citizens Services
Hillson, Carsten H., Berlin to European Affairs
Homick, Lucia M., Pretoria to Bureau of Personnel
Huddleston, Vicki J., Freetown to International Organization Affairs, International Economic Policy Staff
Infante, Salvador, Chile to Inter-American Affairs
Jackson, Charlotte M., Rome to Kampala
Jenkins, George C., Bangkok to Foreign Buildings Office
Jennings, John A., Caracas to Inter-American Affairs
Johnson, Bruce D., Near Eastern and South Asian Affairs to Jidda
Johnston, David H., Freetown to Stuttgart
Johnston, Laura J., Athens to Jakarta
Jones, William B., Bureau of Personnel to Inter-Governmental Assignment
Jordan, Dan J., Bureau of Personnel, Foreign Service Nationals Unit to Manila
Juni, Frank E., Nicaragua to Caracas
Kalla, Richard L., Seoul to Brussels
Katsetos, Paul J., Manila to East Asian and Pacific Affairs
Keeley, Robert V., African Affairs to Salisbury
Kelley, Francis J., Monrovia to African Affairs
Kelly, Ronald J., Karachi to Casablanca
Kirkpatrick, Brian S., Lome to Intelligence and Research, Central Southern Africa Division
Kish, Stephen Charles, Jerusalem to Moscow
Koga, Lindy M., Ankara to European Affairs
Kotula, Kirk-Patrick, Asuncion to Foreign Service Institute
Kriebel, P. Wesley, International Organization Affairs to Lagos
Kushner, Walter, Jakarta to Ankara
Lannon, James W., Foreign Service Institute to Santo Domingo
Leach, Steven G., Budapest to Nairobi
Lee, Brenda F., Warsaw to Paris
Lewis Jr., Jesse W., Nicosia to Athens
Lindstrom, David, Kinshasa to Office of Communications, Programs and Engineering Division
Luiz, Robert C., U.S. Mission, Geneva to The Hague
Maiorino, John Rosato, Mexico to Naha
Malesic, Anthony W., Santo Domingo to Bucharest
Marangoni, James G., Athens to European Affairs
Martinez, Pasquel, Pouch and Courier Operations Division to Moscow
Massey, Mark S., Mogadishu to African Affairs
McCall III, Robert E., Khartoum to African Affairs
McCall, Louis A., Brisbane to Freetown
McCready Jr., James J., Bangkok to East Asian and Pacific Affairs
McCreary, Jack Richard, Doha to Near Eastern and South Asian Affairs
McGuire, Elwood J., Athens to Office of Security, Employee Security Branch
McHenry, Dennis D., Manila to East Asian and Pacific Affairs
McLean, J. Phillip, European Affairs to Milan
McRae, Barbara B., Switzerland to Jakarta
Meehan, Francis J., Prague to Warsaw
Meek, Anna F., European Affairs to Vienna
Merry, E. Wayne, Foreign Service Institute to Moscow
Mertz, Helen A., Lima to Buenos Aires
Morin, Annabelle C., Miscow to Lisbon
Morin, Emile F., Moscow to Lisbon
Morris, Franklin H., African Affairs to Salisbury
Murphy, Carol A., Moscow to Madrid
Murray, Marie, Equal Employment Recruitment Complement to Addis Ababa
Nelson Jr., Harvey F., Bureau of Personnel to Faculty Adviser
Nichols, Charles E., SRI Lanka to Jidda
Nolton Jr., John S., Calcutta to Near Eastern and South Asian Affairs
Nordholm, Lane A., Inter-American Affairs to Lima
North, Jerrold M., Mogadishu to Djibouti
O'Keefe, John M., Yugoslavia to Oslo
Ochiltree, Thomas Hunter, Mexico to Bonn
Odor, Sandra S., Tel Aviv to Lima
O'Shaughnessy, Helene F., Foreign Service Institute to Poznan
Painter, Rodney G., Copenhagen to Bonn
Palmer, Georgia M., Capetown to African Affairs, Economic Policy Staff
Parks, Traba F., Foreign Service Institute to Bucharest
Parmly, Michael Eleazar, Bilbao to Intelligence and Research
Paul, Catherine, Montevideo to Leningrad
Peters, Ronald J., Bamako to Kigali
Petitt, Martha A., Tokyo to Brussels
Prentiss, Donna R., Tel Aviv to Port-au-Prince

Rader, Ruth K., European Affairs to Istanbul
Rafaj, Grace A., Seoul to Bureau of Personnel
Reed, Mary Ann, International Organization Affairs to Montreal
Rich, Marilyn A., Helsinki to Vientiane
Richardson, Bertha, Paris to Oslo
Roebuck Jr., Wilbert, Kingston to Santo Domingo
Rondon, Fernando E., Tegucigalpa to Antananarivo
Rosenthal, Edward B., Bombay to Jakarta
Ross Jr., Wilbur Lee, European Affairs to Paris
Rowinski, Genevieve C., Moscow to Rome
Salter, Bryant J., Office of the Secretary to Capetown
Savage, Timothy M., Bonn to Brussels, NATO
Savery, James H., Department of Commerce to Economic and Business Affairs, Office of Commercial Affairs
Sawyer, Inez L., Visa Office to Manila
Schwering, Katherine A., Department of Commerce to Bujumbura
Sell, Robert J., Athens to European Affairs
Sens, Andrew D., Tehran to Near Eastern and South Asian Affairs
Shaffer Jr., Dale L., Santo Domingo to Human Rights and Humanitarian Affairs
Shlaudeman, Harry W., Lima to Buenos Aires
Silva, Frederick W., Santiago to Inter-American Affairs
Slavik, Pauline A., Warsaw to European Affairs
Smith, David Warner, Wellington to New Delhi
Smith, Edward T., Junior Officer Corps to Managua
Smith, James R., Foreign Buildings Office to Belize City
Smith, Paul L., Yemen to Bissau
Smoot, Elizabeth A., London to Mexico
Steeves, James W., Tel Aviv to Capetown
Steinberg, Donald K., Department of Commerce to Foreign Service Institute
Stephenson, George C., Beijing to Pretoria
Stoma, Mary K., Kampala to African Affairs
Strawn, William M., Tangiers to Bureau of Personnel
Sylvester, Charles T., Beijing to Bordeaux
Takahashi, Lorraine, Auckland to Bureau of Personnel
Taylor, John J., South Africa to Beijing
Tennant, S. Louise, Moscow to Rome
Thayer, Harry E.T., Foreign Service Institute to Singapore
Thomas III, Herbert S., Germany to International Organization Affairs, Transportation and Communication Division
Thurmond, Etta L., Bucharest to Quito
Tucker, Jacquelyn J., Frankfurt to Buenos Aires
Turley Sr., Thomas R., Near Eastern and South Asian Affairs to Muscat
Ullman, Carrie A., Moscow to Canberra
Vall, Frances E., Vienna to Khartoum
Walker, William Graham, Office of Inspector General to Tegucigalpa
Watson, Robert C., U.S. Mission, Geneva to International Organization Affairs
Watson, Barbara M., Consular Affairs to Kuala Lumpur
Wazer, M. Patricia, Philippines to Jakarta
Weber, Walter A., Beirut to Vientiane
White, Steven J., Brussels to Office of Comptroller

MEDAN, Indonesia—Staff and family members at recent awards ceremony are, from left, front row: *Mary Sherman, Barbara Jensita, Mrs. Djuang, Jahia Djuang, Achmad Hoesein, Mrs. Hoesein, Mrs. La Porta.* Second row: *Lahmuddin* (partially hidden), *Abdul Malik, Gertraude Kozak, Susan McSwain, Usman.* Back row: *Alphonse La Porta* (partially hidden), *Patrick Long, Robert McSwain, Roger Sherman* (partially hidden), *Larry Kozak. (Photo by Johnny Kosen)*

HAVANA—End of crisis: chief of mission *Wayne Smith* makes first cut to remove barbed wire entanglement that blocked stairwell at U.S. interests section during the trouble there in May.

Williams, Gene H., Inter-American Affairs to Brazzaville
Williams, Kieka, Addis Ababa to San Jose
Williamson, James H., Department of Commerce to Oceans and International Environmental and Scientific Affairs
Wilson, Betty A., Khartoum to African Affairs
Wilson, Ernestine, Bolivia to Visa Office
Winter, Andrew Jan, Helsinki to Rio de Janeiro
Wolansky, Dona M., China to Caracas
Zaleski, Alan P., New Delhi to Islamabad
Zeltner, Chris R., Guayaquil to Inter-American Affairs
Zopfl III, Thomas Matthew, Office of Security to Tunis
Zacheck, Harry M., Jakarta to Athens

Windows must be closed

In an effort to conserve energy, prevent accidents and maintain building security, it is the Department's policy to keep Main State windows closed at all times, a recent Department Notice said. Open windows were said to cause unnecessary loss of heat and air-conditioning, and to pose a safety hazard in high-wind conditions and a potential security risk, particularly on the ground floor. All employees were requested to report windows not secured or locked to the building manager on Ext. 20186.

Resignations

Altman, William C., Office of Chief of Protocol
Arquit, Christine Elaine, Mexico
Bell, Robert E., Information Systems Office, Systems Design and Programming Division
Boone, Nicholas W., Bureau of Personnel
Bratzel, Andrew David, Inter-American Affairs
Buss, Nancy R., Port-au-Prince
Carter, Kathy D., Bureau of Personnel
Carter, Mildred A., Buenos Aires
Castellitto, Salvatore J., Inter-American Affairs
Clark II, Dow Jay, Ottawa
Clemens, Ora M., Bureau of Personnel
Denny-Brown, Myles Robert, Izmir
DiIanna, Thomas L., Information Systems Office, Systems Design and Programming Division
Flesher, Maria Fominaya, Asuncion
Frank, James F., Office of Security, Training and Education Branch
Graham, John A., U.S. Mission to UN
Hedstrom, Kenneth Richard, Monterrey
Holtom, Michael W., Information Systems Office, Systems Design and Programming Division
Hopson, Reginald E., Bureau of Personnel
Jaramillo, Mari-Luci, Tegucigalpa
Kasey, Cornelius D., Bureau of Personnel
Kennedy-Minott, Rodney O., Stockholm
Kennon, Shirley A., Department Family Liaison Office
Kneip, Richard F., Singapore
Kriekger, Marion Teresita, Kingston
Kristianson, Phyllis J., Sao Paulo
Le Melle, Wilbert John, Nairobi
Leu, Michael A., Economic and Business Affairs, General Commercial Policy Division
Lissakers, Karin M., Policy Planning Staff
Logsdon, Mildred Jean, Santo Domingo
Mannino, Dianne S., Information Systems Office, Systems Design and Programming Division
Mitchell, Barbara A., Merida
Moore, Carlos F.J., Economic and Business Affairs, International Energy Policy
Ochoa, Cristina C., Bureau of Personnel
Patterson, Gregory A., Bureau of Personnel
Pemberton, Gladys F., Bureau of Personnel
Phillipson, Kathleen A., Bogota
Prater, Earl C.J., Department of Commerce
Ravitz, Tina Anne Office of Legal Adviser
Schleicher, James R., Information Systems Office, Systems Design and Programming Division
Scruggs III, James D., Communications Center
Sharpe-Lunstead, Deborah, Department Family Liaison Office
Shubat Wall, Deborah D., Nassau
Smith, Bruce L.R., National Academy of Sciences
Soucy, Marie White, Caracas
Sprow, Barbara B., La Paz
Sutherland, Sheryl D., Bureau of Personnel
Sutton, Elizabeth Frances, Abidjan
Telles, Martha C., Hermosillo
Thomas, Nancy Anne Bennett, Canberra
Timmins, Lola A., Guatemala
Watson, William M., Vienna
Weiner, Herbert E., London
Welles, Linda J., Inter-American Affairs
Williamson Jr., Daniel L., London
Wynn, Horace M., Bureau of Personnel

Retirements

Marvin Jr., William G., Bordeaux
Shadel Jr., Willard F., Nairobi
Springer, Richard L., Refugee Programs
Storing, Paul E., Inter-American Affairs, Office of Mexican Affairs
Thompson, Jane M., Art in Embassies Staff
Wallace, Josephine E., U.S. Mission to UNESCO
Wetherbee, Mickey Joan, Office of the Secretary ■

Bureau Notes

Secretary's Office

SECRETARY MUSKIE, accompanied by MRS. MUSKIE, made an official visit to Mexico, for the purpose of bilateral consultations, November 29-December 1. Assisting him on this trip were ROBERT KRUEGER, ambassador-at-large and coordinator for Mexican affairs; LEON BILLINGS, executive assistant; EVERETT BRIGGS, director of the Office of Mexican Affairs; RICHARD BALTIMORE, special assistant; M. GAYLE CORY, administrative assistant; CAROLE PARMELEE, personal assistant; FRANCES MILLER, staff assistant; L. PAUL BREMER, deputy executive secretary; JOHN CANNON, deputy spokesman; GEORGE TWOHIE, trip administrative officer; DEANE HUTCHINS, medical officer; ANTHONY HERVAS, interpreter, ELIZABETH GASTON, secretary, Office of the Secretary; DONALD HAYES, staff officer, Secretariat; ANGEL RABASA, staff officer, Secretariat; ANITA MUELLER, secretary, Secretariat; and KARIN WARPULA, secretary, Secretariat.

Mr. Muskie spoke at Kansas State University, Manhattan, Kan., December 4, as part of the Landon Lecture Series. That evening he addressed the African-American Historical and Cultural Society, and the World Affairs Council of Northern California, in San Francisco. The following day, December 5, he spoke before the University of Southern California conference on world hunger and refugees, at the campus in Los Angeles. Mrs. Muskie, along with Mr. Billings, Mr. Rose, Mr. Baltimore, Ms. Cory, Ms. Parmelee, Ms. Miller, and Mr. Cannon, accompanied the Secretary on this trip.

POLICY PLANNING STAFF—*William Kirby* receives Superior Honor Award for his work on the Middle East peace negotiations. From left: Ambassador *James Leonard*, Assistant Secretary *Harold Saunders*, Mr. Kirby, and *Anthony Lake*, staff director.

Mr. Muskie participated in the NATO ministerial conference, December 10-12. He continued on to London, for discussions with PRIME MINISTER THATCHER and LORD CARRINGTON, secretary of state for foreign and commonwealth affairs, December 12-14. Traveling with the Secretary were Mrs. Muskie; Mr. Billings; GEORGE VEST, assistant secretary for European affairs; Mr. Rose; Ms. Cory; LESLIE FINN, special assistant; MARY KENNEDY, special assistant; Ms. Parmelee; Ms. Miller; BERL BERNHARD, consultant to the Secretary; REGINALD BARTHOLOMEW, director, Bureau of Politico-Military Affairs; PETER TARNOFF, executive secretary; JOHN TRATTNER, Department spokesman; Mr. Twohie; ALFRED HENDERSON, medical officer; NEIL SEIDENMAN, interpreter; ELIZABETH RASPOLIC, staff officer, Secretariat; CHRISTOPHER LaFLEUR, staff officer, Secretariat; MARIE MORRIS, secretary, Secretariat; and MILDRED ENGRAM, secretarial assistant, Secretariat.

W. BEVERLY CARTER, ambassador-at-large for liaison with state and local governments, from November 29 through December 5, represented the Department at the National League of Cities annual convention, in Atlanta; visited the Dean Rusk Center in Athens, where Foreign Service officer DAVID MORRISON is assigned as a Pearson officer; and met with the mayor and other officials in Cincinnati, concerning the establishment of a Pearson assignment. Deputy coordinator DAVID H. SHINN attended a meeting on domestic refugee resettlement, in Philadelphia, November 18-19, and met in New York with officials of the New York State Department of Commerce, November 20, concerning the development of a Pearson job.

THOMAS PRICE, from the Operations Center, joined the Secretariat staff on December 1. TONY WAYNE and BETSY NEIL are detailed to the transition team through January 20, on the first floor. BARBARA HAMBRICK had a baby boy on Thanksgiving Day.

GEORGE TAFT, director, Office of the Law of the Sea Negotiations, and RAYMOND MEYER and ROBERT BLUMBERG participated in meetings in London. THEODORE WILKINSON, deputy director, Office of the Law of the Sea Negotiations, recently attended the executive performance seminar in Berkley Springs, W. Va. Foreign Service officer LAWRENCE M. ENOMOTO was studying negotiating techniques at the Foreign Service Institute.

On October 16, FRANK H. PEREZ, deputy director, Office for Combatting Terrorism, addressed members of the Italian Prefectural Corps who were visiting Washington. He spoke on "The Roots of Terrorism and International Cooperation." On November 6, Mr. Perez addressed the students of the National War College on "International Terrorism: Strategy for the 1980s." On November 13, he addressed students of the Army War College on "International Terrorism: The U.S. Response." On November 20, Mr. Perez chaired panel discussions on hostage negotiations, at a meeting sponsored by the State University of New York. On November 22, he spoke to active and reserve Office of Special Investigation, Air Force, officers on "The Dimensions of International Terrorism." Ambassador ANTHONY C.E. QUAINTON, director, Office for Combatting Terrorism, attended a threat assessment exercise, sponsored by the Center for Disease Control, in Atlanta. from November 17-21, Mr. Quainton traveled to Brussels for the NATO special committee meeting, and to London for consulations. ELIZABETH LINK CUMMINGS has joined the staff of the Office for Combatting Terrorism, replacing MARY ANN KEKICH.

KARIN LISSAKERS, deputy director for economic affairs, and SAMUEL BERGER, deputy director and chief speechwriter, have both left the Policy Planning Staff. Ms. Lissakers will be living in New York; Mr. Berger has joined the local firm of Hogan & Hartson. BILL KIRBY was awarded the Superior Honor Award by ANTHONY LAKE, director of the Policy Planning Staff; HAROLD SAUNDERS, assistant secretary, Near East and South Asian affairs; and Ambassador JAMES LEONARD. DANNY LEIPZIGER, staff economist with the Policy Planning Staff, has just returned from an ICA speaking tour of Korea and the Phillippines. □

OFFICE OF THE COUNSELOR

Counselor **ROZANNE RIDGWAY** spent a day with two different types of elite soldiers, during a visit to Ft. Bragg, N.C., December 1. Early in the afternoon, she visited the John F. Kennedy Center's Gabriel area, and watched the 5th and 7th Special Forces Groups demonstrate their ground and aerial skills. Later, she was the keynote speaker for the XIX International Affairs Symposium, sponsored by the Army's Foreign Area Officer Course, which graduates officers destined for assignments at embassies and military assistance advisory groups abroad. She spoke on "U.S. Foreign Policy: 1980 to the Year 2000." ☐

OFFICE OF PROTOCOL

Deputy chief of protocol **RICHARD GOOKIN** was the lead speaker at the third annual conference of Canadian protocol directors, in Regina, Saskatchewan, November 3. Assistant chief of protocol **KENNETH HAYS** accompanied the U.S. presidential delegation to the 10th National Day of the Sultanate of Oman, under the rule of His Majesty **QABOOS BIN SAID**, sultan of Oman, November 16-20. **RICHARD PATENAUDE** and **MIDGE BURKE**, of the Ceremonial Section, handled separate luncheons hosted by **SECRETARY** and **MRS. MUSKIE** for participants in the general assembly of the Organization of American States, November 22. Israeli Prime Minister **MENACHEM BEGIN** and German Chancellor **HELMUT SCHMIDT** were guests at Blair House during their private visits to Washington.

The chief of protocol, **ABELARDO L. VALDEZ**, introduced the program at the Federal Reserve Board for chiefs of diplomatic missions, December 1, concerning "Recent Developments in the U.S. Economy." **GAHL BOTHE** accompanied the U.S. presidential delegation to Portugal, December 5-7, for the funeral of Prime Minister **SA CARNEOIR**. **WILLIAM SITTMANN** accompanied the U.S. presidential delegation to Italy, December 13-17, to view the earthquake area. ☐

Administration

ALLOWANCES STAFF

RICHARD R. MARTIN, director, attended the administrative officer's conference, for European posts, in Lisbon, November 18-20, and discussed allowances matters. **ERLE T. CURTIS**, cost-of-living chief, represented the Department at the November 19 international compensation seminar of the National Foreign Trade Council, in New York. **KEVIN HARNISCH**, systems coordinator, attended the international conference of Wang users, in Boston, November 16-19, and participated in various seminars and discussion sessions concerning Wang equipment use in the Department. ☐

OFFICE OF COMMUNICATIONS—*Stuart E. Branch*, **right, deputy assistant secretary, presents graduation certificates to participants in seven-week basic communications operations course. From left, seated:** *Mark Traxler*, **Muscat;** *Rudolph Koenig*, **Freetown;** *David Jones*, **Doha;** *Donald Snead*, **NATO Brussels. Second row:** *John Durham*, **NATO Brussels;** *Carl Matthews*, **instructor;** *Murrell McCumber*, **Paris;** *Ricardo Chiarella*, **Lisbon;** *Michael Rinker*, **Damascus. Third row:** *Charles Reynolds*, **Tel Aviv;** *Joseph Alvey*, **Vienna;** *Stanley Gwizdak*, **Baghdad;** *Kirol Barbour*, **Freetown;** *Carl Tucker*, **Antananarivo;** *George Jacobsen*, **instructor.**

OFFICE OF COMMUNICATIONS

Field personnel visiting the office on consultation were: **LLOYD C. STEVENSON** (Gaborone), **THOMAS STEPHENS** (Accra), **MICHAEL J. KOVICH** (Kabul), **JOHN J. O'BRIEN** (Leningrad), **RICHARD L. KALLA** (Brussels), **DONALD BOWKER** (Athens), **WILLIAM L. COVEY** (London) and **FRANCIS BARDZIAK** (Moscow).

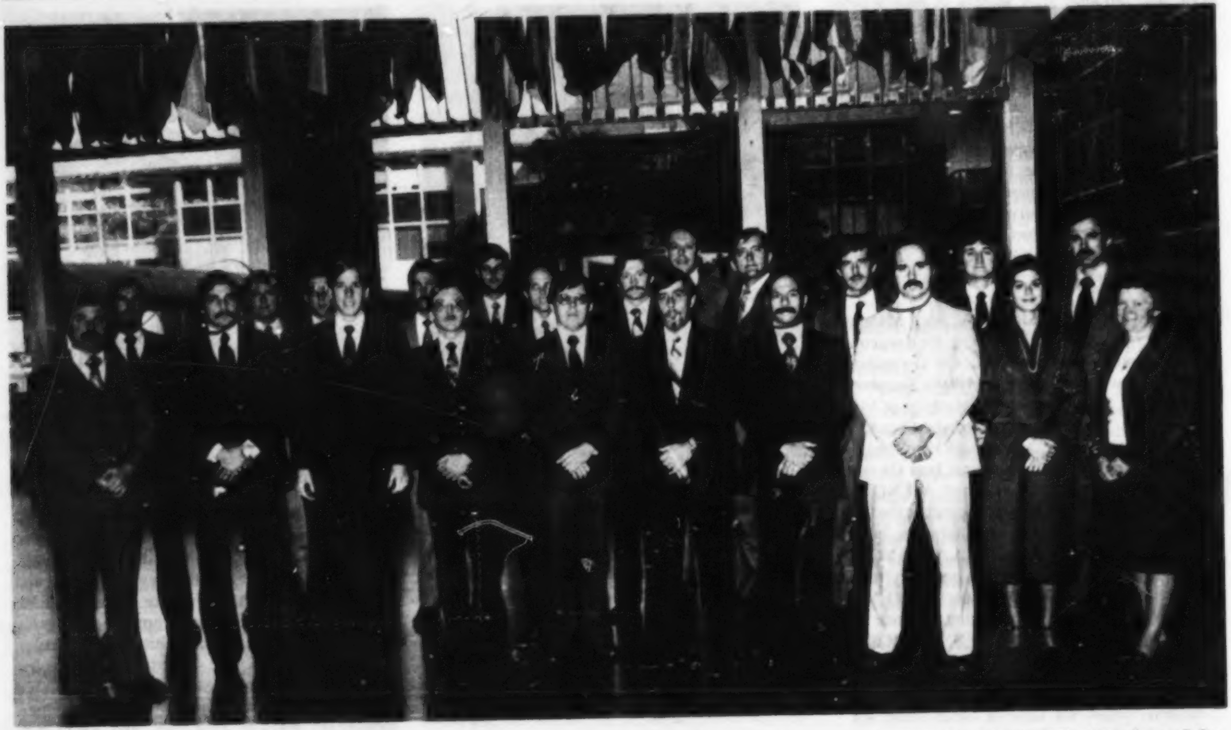
A new employee in the Projects and Engineering Division is **ELLIS G. IACOBUCCI**; **WAYNE CASHWELL** has gone to Panama. ☐

OFFICE OF SECURITY

KARL D. ACKERMAN, deputy assistant secretary for security, traveled to New York, to the U.S. mission to the United Nations, October 28, to meet with Ambassadors **DONALD F. McHENRY** and **CARL McCALL**, and Police Commissioner **ROBERT J. McGUIRE**, to discuss general security protection for the foreign missions at the United Nations. Mr. Ackerman, **SID TELFORD** (chief, Office of Security Command Center), and **JOHN BEDROSIAN** (chief, Threat Analysis Group) attended a meeting of over 200 members of the American Society for Industrial Security, in New York, November 13. **MARVIN L. GARRETT, JR.**, assistant director for operations, attended the administrative officers' conference in Lisbon, November 18-20. Mr. Garrett gave a speech on security programs.

The U.S. Mission Geneva Security Section, including security officers, Marine security guards and Seabees, was presented a Meritorious Honor Award on November 19. The award reads: "in recognition of sustained excellence in the performance of security responsibilities and superior creativity, industry and enthusiasm in connection with the move to the new mission office building and concurrent upgrading of security facilities." Regional security officers **ROSEMARY STEFANKA** (Prague), **ARTHUR MAUREL** (Paris) and **RONALD REAMS** (Lisbon) were on temporary duty in Brussels during December in support of **SECRETARY MUSKIE**'s trip to the NATO ministerial meeting. **PAT O'HANLON** (special agent-in-charge, Chicago Field Office) was on temporary duty at Embassy London, December 3-15. **JAMES KOLESNIK** (regional security supervisor, Frankfurt) was in the Department on consultation during December. **FRED BRANDT**, Technical Services Division, was on temporary duty in LaPaz and Kingston as part of a Department team, during November. **WALLY GILLIAM**, chief, Technical Services Division, was on temporary duty in Pakistan during November-December, as a member of the Department's security enhancement survey team. **RAY SCROGGS**, special assistant to the deputy assistant secretary for security, traveled on consultation and inspection trips to the Miami Field Office, and the Orlando and Atlanta Resident Agencies, during early December.

BILL DE COURCY (chief, Protective Liaison), **PAT O'HANLON** (Chicago Field Office), **TEX SANFORD** and **STEVE JENKINS** (St. Louis Resident Agency) designed and operated an Office of Security exhibit at the



OFFICE OF SECURITY—Members of the 21st special agents class, from left: ***Nick Proctor,*** **Education and Training Staff;** ***Howard Lynde, Anthony Zotto, Matthew G. Colleran, Patrick J. Fahey, Craig P. DeCampli, Charles E. St. Cyr, David N. Copas, Mark E. Moretti, William J. Maher, Carl D. Nelson, Kenneth W. Kaiser; Marvin Garrett,*** **assistant director for operations;** ***Kenneth W. Kayatin, Richard T. Pelych, Peter Stella Jr., Charles P. Bunn, Richard L. Gaiani, Tony Bell, Abigail E. Smith, John D. Schutz, Linda Fleetwood.*** **Not pictured: Victor G. DeWindt Jr., John A. Volpe.**

International Chiefs of Police convention, in St. Louis, during September. The exhibit was designed to educate U.S. and foreign country police concerning the various functions of the Office of Security and its interaction with other police agencies. BEN READ, under secretary for management, signed a memorandum on November 10 reestablishing policy guidance for officers and geographic bureaus, regarding requests for protective coverage of visiting foreign dignitaries. GRACE GOODIER, Education and Training, attended a training management seminar, at the Department, November 10. LOUIS MIZELL, Threat Analysis Group, gave a presentation to Prince Georges County, Md., police officials, November 17, entitled "Terrorists Groups that Operate in the United States." Secretary and Mrs. Muskie hosted a buffet dinner in the Benjamin Franklin Room, at the Department, November 25, for agents assigned to the Secretary's detail, their wives and guests. Also present were Mr. Ackerman and JOHN RICHARDSON, assistant director for protective security, and their wives. ☐

LANGUAGE SERVICES DIVISION

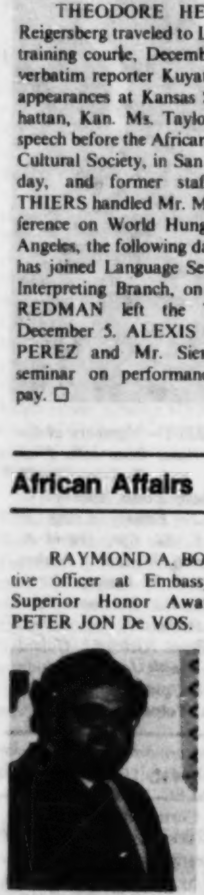
STEPHANIE VAN REIGERSBERG flew to Algeria with Deputy Secretary WARREN CHRISTOPHER and Assistant Secretary HAROLD SAUNDERS, November 9, for discussions of the U.S. stand on the hostage situation, returning after two days of intensive meetings and an unplanned layover at Shannon Airport, when the aircraft developed mechanical problems. Translating Branch personnel instrumental in preparation of the French version of the U.S. reply to Iran in the hostage matter included PIERRE POLLIN, JACQUELINE JARMAN, JACQUELINE POUSSEVIN and CHERYL TUCKER, assisted by interpreter van Reigersberg. CAROL WOLTER interpreted for the Guinean prime minister, LANSANA BEAVOQUI, during a 10-day postoperative sojourn in the Washington area. HELEN KAPS interpreted for a multinational meeting on aid to sub-Sahara Africa, November 12-14. Staff verbatim reporters FERD KUYATT and MARIE TAYLOR covered the speech by Assistant Secretary RICHARD HOLBROOK at Johns Hopkins School for Advanced International Studies, November 12. NORA M. LEJINS, chief of Language Services, with DONALD F. BARNES, chief of the Interpreting Branch; ANTHONY SIERRA, chief of the Translating Branch, and JACQUELINE JARMAN, French translator, formed the language cadre for the meeting of the Committee on Food Hygiene of the Codex Alimentarius, in the Department, November 17-21. French interpreter Wolter assisted. German interpreter HARRY OBST was assigned to the meeting of West German Chancellor HELMUT SCHMIDT with PRESIDENT CARTER, November 20. Interpreters Barnes, van Reigersberg, and ANTHONY HERVAS provided interpretation, November 19-21, for bilateral meetings between SECRETARY MUSKIE and the foreign ministers of Venezuela, Argentina, Peru, El Salvador and Colombia.

On December 1, ALEC TOUMAYAN took off for Algiers with Mr. Christopher and his party, to deliver the latest U.S. statements on the hostage situation. He returned early on December 4. The departure was preceded by intensive activity in the Translating Branch, in which French translating specialists Jarman and Poussevin, assisted by Ms. Tucker and ELIZABETH KONIUSZKOW, again shared in the French preparation of the latest U.S. text. Mr. Hervas accompanied the Secretary on his trip to Mexico, November 29-30. NEIL SEIDENMAN and Mr. Barnes interpreted for PRESIDENT CARAZO and MRS. CARAZO of Costa Rica in meetings with President and Mrs. Carter on December 1. DIMITRY ZARECHNAK traveled with a Soviet group looking into the legal and administrative aspects of environment protection, December 2-16. DIMITRI ARENSBURGER, CYRIL MUROMCEW and GALINA TUNIK-ROSNIANSKY interpreted for a meeting on navigation systems, in the Department, December 3-5, and the same interpreters, supplemented by BILL KRIMER, SOPHIA PORSON, Ms. Kaps and Ms. Wolter, interpreted for the meeting for a "Regime for Mineral Resources (Antarctic)," in the Department, December 8-12, for which Mrs. Lejins served as language services officer, Mr. Barnes as chief interpreter, and former division chief THEODORE LEON as deputy language services officer for translations—night shift.

THEODORE HERRERA and Ms. van Reigersberg traveled to Lima, Peru, for a narcotics training course, December 1-12. On December 4 verbatim reporter Kuyatt covered the Secretary's appearances at Kansas State University in Manhattan, Kan. Ms. Taylor covered the Secretary's speech before the African-American Historical and Cultural Society, in San Francisco, later the same day, and former staff reporter WENDELL THIERS handled Mr. Muskie's speech at the Conference on World Hunger and Refugees, in Los Angeles, the following day. TRILLA MANGUM has joined Language Services as secretary to the Interpreting Branch, on December 1. BRENDA REDMAN left the Translating Branch on December 5. ALEXIS OBOLENSKY, JORGE PEREZ and Mr. Sierra attended a two-day seminar on performance standards and merit pay. □

African Affairs

RAYMOND A. BONESKI JR., administrative officer at Embassy Bissau, received the Superior Honor Award from Ambassador PETER JON De VOS.


Mr. Boneski

Assistant Secretary RICHARD M. MOOSE addressed students, faculty and the media at the University of Syracuse and Hamilton College, November 20, on "U.S. Africa Policy in Review." He also accompanied the Secretary on his speaking trip to Kansas and California, December 4-5. Deputy assistant secretary MABEL M. SMYTHE was part of the U.S. delegation to the southern Africa development coordination conference, November 27-28, in Maputo, Mozambique. Deputy assistant secretary CAROL LANCASTER briefed the Washington Export Council on "U.S. Business Prospects in Africa," December 18. Deputy assistant secretary HAROLD HORAN spoke at the War College, at Maxwell Air Force Base, Ala., December 4, on "U.S. Policy in Africa."

KENNETH BROWN, director of central African affairs, and JENNIFER WARD, multilateral affairs officer in the Office of Inter-African Affairs, briefed a visiting group in the Department on "U.S. Policies in Central Africa." Mr. Brown was recently presented the Superior Honor Award for his performance as associate spokesman for the Department. Mr. Moose accompanied by his executive director, RICHARD SALAZAR, traveled to Abidjan, Douala, Libreville, Yaounde and Monrovia. Malabo (Equatorial Guinea), site of a proposed mission, was also visited. DONALD BORN, director of the Ecnomic Policy Staff, spoke to students and faculty at St. John's College, Annapolis, on "U.S. Economic Policy in Africa." Mr. Born, later, was on a few weeks, temporary duty in Monrovia. JOHN VINCENT, director of the Office of Public Affairs, spoke on "U.S. Policy in Africa," at the Armed Forces Staff College in Norfolk, December 2. DANIEL SIMPSON, deputy director of southern African affairs, on December 4-5, addressed students and faculty at the Universities of Wisconsin (Oshkosh) and Indiana (Bloomington), and members of the local business communities and media, on "U.S. Policy in Southern Africa." On December 11, DANIEL WATERMAN, Economic Policy Staff, took part in a discussion of "The U.S.-AID Program in Africa." The event was sponsored by the New World Forum, Inc., in Washington.

The executive director's office sent WILLIAM BURKE, post management officer for west and central Africa, to the following posts to give administrative support: Bangui, Douala, Dakar, Praia, Kinshasa, Brazzaville, Nairobi and Khartoum. New in that office is MARLENE LANDIS, recently returned from Lagos, Nigeria, where she worked in the administrative section. After home leave, she was to return to her assignment as bureau roving secretary. The Office of Central African Affairs welcomed two new secretaries, JOYCE TURNER and DELORIS SLAUGHTER, both from the Bureau of Consular Affairs. RICHARD T. SALAZAR, executive officer, traveled to Pretoria, Johannesburg, Salisbury and Gaborone.

MARSHALL CARTER presented a paper on the Nigerian police, at the African Studies Association, Philadelphia, November 18, and served as a member of a roundtable on human rights. Ms. Carter also spoke on Police Research, at the School of Advanced International Studies, Johns Hopkins, September 26. She also attended a congressional seminar, November 17-21. WILLIAM LUCAS, assistant country officer for South Africa, accompanied Mr. Moose to New York, November 10, where Mr. Moose delivered a speech to the signatories of the "Sullivan principles." JAMES MORIARTY, acting country officer for Botswana, Lesotho, and Swaziland, went to Houston, November 27-30, to facilitate the visit of VICE PRESIDENT SERETSE of Botswana. KAY CLARK-BOURNE delivered the keynote speech at a seminar for international business executives, on Nigeria, at Doral Inn, New York, September 18. The event was sponsored by the Fund for Multinational Management Education, New York Chamber of Commerce and Industry and Nigerian-American Chamber of Commerce. She also spoke on "Social, Political and Economic Conditions in West Africa," at a seminar on "Doing Business in West Africa," at the World Trade Center, New York, November 13-14. This was sponsored by the World Trade Institute. □

PRETORIA—Left: *Simeon L. Moats* (shown with *Mrs. Moats*) was presented Meritorious Honor Award for reporting on internal politics in South Africa, and on Rhodesian developments. Right: *James J. Carragher* (shown with *Mrs. Carragher*) also received the meritorious award for political reporting, and his contribution to the negotiations on Namibia. *(Photos by George Haas)*

Arms Control and Disarmament Agency

Director RALPH EARLE II and other U.S. officials took part in a ceremony, December 9, in Vienna, marking the entry into force of a treaty between the United States and the International Atomic Energy Agency. The treaty permits the international agency to apply its safeguards to all nuclear facilities in the United States, except only those facilities with activities that have direct national security significance. These safeguards are designed to detect diversion of nuclear energy from peaceful uses to nuclear weapons or other nuclear explosive devices. The United Kingdom has entered into a similar agreement with the international agency. France has negotiated a similar agreement, which has not entered into force. While in Vienna, Mr. Earle also met with the U.S. delegation to the Mutual and Balanced Force Reductions negotiations. He was in Brussels, December 10-12, as a member of the U.S. delegation to the North Atlantic Council's ministerial meeting.

FRANCINE PROKOSKI has received the agency's Meritorious Honor Award for demonstrating extraordinary management and technical skills as program manager for the REmote COntinual VErification System (RECOVER). This state-of-the-art communications system is designed to provide early notification at the Vienna headquarters of the International Atomic Energy Agency of any malfunctioning, tampering or abnormal condition occurring in nuclear facilities where safeguards sensors have been installed. In a November 14 ceremony, Ms. Prokoski was cited for moving a complex scientific system for strengthening international safeguards against the proliferation of nuclear weapons from a concept to successful operation on a worldwide basis. RICHARD SLOTT, a career Foreign Service officer, has been detailed to the agency for duty in the Strategic Affairs Division.

A graduate of Notre Dame University, Mr. Slott came to the agency after more than two years of service with America's Sinai Field Mission. ☐

Congressional Relations

"The SALT II Treaty: A Victim of Self-Inflicted Linkage" was the topic of Assistant Secretary J. BRIAN ATWOOD's address to the Harvard Club, in Boston, December 17. Ambassador WALTER CUTLER, senior deputy assistant secretary, met in the Department, December 10, with a group of African government officials attending a University of Pittsburgh-sponsored seminar on development management. He discussed congressional involvement in foreign policy. Deputy assistant secretary ROBERT FLATEN participated in a series of briefings, interviews and panel discussions on Congress and foreign policy and developments in the Middle East, December 2-9, on a speaking trip to Colorado and New Mexico. JOHN HAMILTON, special assistant, spoke on "Global 2000 and American Diplomacy" to 150 members of the Putnam County (W. Va.) Chamber of Commerce, November 20. The bureau has welcomed DAVID PRATT to its staff. ☐

Consular Affairs

The bureau sponsored an all-day management planning conference with the Immigration and Naturalization Service, at the Department, November 24. The bureau delegation was led by Assistant Secretary DIEGO ASENCIO, deputy assistant secretaries ROBERT FRITTS and BILL MAULE, and executive director RONALD SOMERVILLE. DAVID CROSLAND, acting commissioner and general counsel, headed the immigration delegation. PAUL SCHMIDT, deputy general counsel, and ANDREW CARMICHAEL, acting associate commissioner, examinations, were among the senior immigration officials participating in this major conference designed to emphasize the close relationship between the two "sister" organizations. The conference was structured to allow for a full and free exchange of ideas, with in-depth discussions of the following items: the role of the immigration service overseas, the nonimmigrant visa waiver, automation, refugees and citizenship. Mr. Asencio noted that the meeting would be the first of what he hoped would be a series of high-level consultations between the two organizations. He said he considered the initial conference highly successful, noting that several working groups were established to engage in in-depth discussions of citizenship, preinspection and automation. Both the assistant secretary and the acting commissioner emphasized the importance and value of coordinating their respective automation systems (existing and planned). Close collaboration was said to be particularly necessary, for example, in the development of alien documentation and control systrems.

A bureau proposal to work for a limited personnel exchange program was welcomed by the immigration service. Initially, consideration might be given to assigning an officer within each organization's headquarters to function primarily as a liaison officer. The conferees reviewed in detail their respective roles for refugee processing under the Refugee Act of 1980. Several problems in resource allocations, funding and operations were identified. A joint working group was created to address these and related issues.

Another major topic—the progress of the Select Commission on Immigration and Refugee Policy—received considerable attention. The resource implications of the commission's immigration recommendations on the immigration service and the Department were specifically addressed.

While the State-immigration service representatives did not agree on every issue, the working groups that were established were expected to bring about closer cooperation between both organizations in their search for solutions. This cooperation was termed vital, as the United States faces a decade that promises to bring increasing numbers of immigrants, persons seeking political asylum and other refugees to U.S. shores.

On November 13, Mr. Asencio spoke at a workshop of the New York chapter of the

CONSULAR AFFAIRS—Assistant Secretary *Diego Asencio* meets with participants in the professional seminar for senior consular national employees. From left: *Yvonne Lutbert*, Martinique; *Lily-Eleni Dessipri*, Athens; *Rosa Maria Guzman*, Mexico City; *Maria Cristina Acosta*, San Salvador; *Joanne de Luca*, Naples; *Myriam Manzano*, Quito; *Esperanza Lopez*, Guadalajara; *Diana Faraco*, Montevideo; *Dorine Meighan*, Belize; *Gladys Arocha*, Barranquilla; *Wanda Pucci*, Rome; *Maria Criztina Gomez*, Bogota; *Maria Betania Selva*, Recife; *Angelica Barba Ruiz*, Mexico City. Not pictured: Maria Eugenia Sousa, Ponta Delgada.

American Society for Industrial Security. Attending the workshop with the ambassador was JIM WARD, director of the Citizens Emergency Center. On November 19 Mr. Asencio addressed a luncheon hosted by the comptroller general. On December 12 he attended a luncheon meeting at "Consulate General" Rosslyn for junior officers. On December 9 he spoke at the Foreign Service Institute's negotiation course; his topic was "Dealing with Terrorists and Others Without a Formal Structure or Agenda." He also attended a television workshop for senior officials, given by DOROTHY SARNOFF.

Visa Office personnel attending Immigration and Naturalization Service outreach programs were SETON STAPLETON, December 4, at Atlanta, and DANNY ROOT, December 9, at New Orleans.

ELMO G. POOLE, agent-in-charge of the Chicago Passport Agency, was in Washington, December 1-12, to attend the Department of Defense's executive management course. Participants in the Foreign Service Institute's foreign nationals consular course were briefed by Passport Services and treated to a complete tour of the Washington Passport Agency.

From the bureau's personnel office, BARBARA WILSON attended a course, the week of November 17, at the Office of Personnel Management. GAIL NOGRADY attended a position classification course, December 11-12. CINDY FOX has joined the bureau as public affairs adviser. She was formerly with ICA. ☐

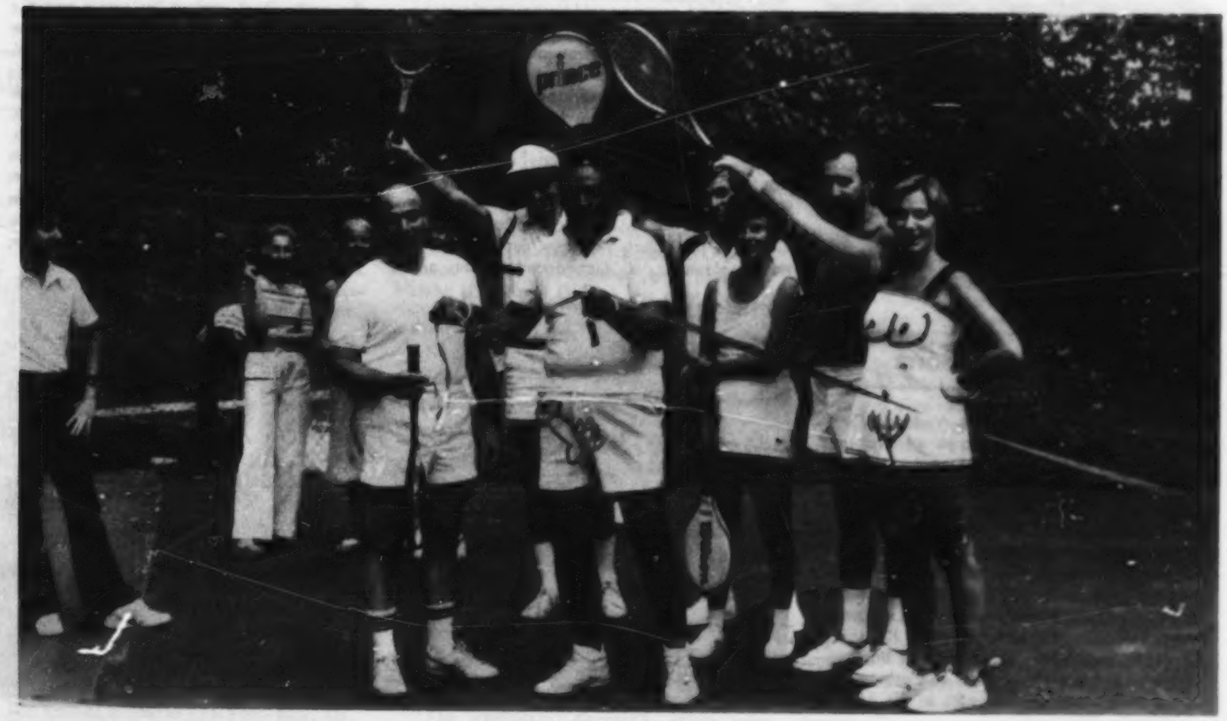
East Asian and Pacific Affairs

ANTHONY C. ALBRECHT, deputy assistant secretary, had consultations with U.S. and host government officials in Tokyo, November 12-13. From November 14-15, he participated in U.S.-Japan subcabinet negotiations, in Tokyo. From November 16-20, Mr. Albrecht had consultations with U.S. and host government officials in Seoul, Korea. WALTER LUNDY, deputy director for the Office of Economic Policy, attended the 28th Colombo Plan consultative committee meeting, in Jakarta, November 20-25.

Representing the Office of Indonesia, Malaysia, Burma and Singapore Affairs, director FREDERICK Z. BROWN, deputy director JAMES S. LANDBERG, and the country officer for Indonesia, ALLAN G. JURY, attended a one-day seminar on Indonesia, in Warrenton, Va., October 21. In that same office, the country officer for Malaysia/Singapore, JOSEPH C. SNYDER, traveled with Ambassador HARRY E.T. THAYER to New York and Houston, from late October to early November, for consultations with the U.S. business community prior to Mr. Thayer's assumption of duties in early December as ambassador to Singapore. CHARLES B. SMITH, country officer for Burma, participated in the Burma studies group colloquium at Dennison University, Granville, O., November 6-9, and gave a paper on the Burmese Communist party. He also attended the World Bank-sponsored meeting on Burma, in Paris, December 9-14.

For the Office of Korean Affairs, deputy director WILLIAM T. BREER spoke on the political situation in Korea, to the World Trade Association of New Jersey, in Newark, November 19. Ambassador WILLIAM GLEYSTEEN was in Washington for consultations, November 24-28.

PRISCILLA A. CLAPP, acting director for the Office of Regional Affairs, spoke on U.S. policy in southeast Asia, before the Foreign Affairs Council in Norfolk, Va., November 22. ALFRED K. RICHESON, foreign affairs consultant in that office, visited the five Association of Southeast Asian Nations—Philippines, Singapore, Malaysia, Thailand and Indonesia—as well as Japan, in late October and early November. Mr. Richeson is a recent addition to the bureau, having spent the last four years working on Asian security policy in the Office of the Assistant Secretary of Defense for International Security Affairs. During his travels he met with embassy personnel, host government officials, members of the media and academicians.



SINGAPORE—At ribbon-cutting ceremony officially opening new embassy tennis court, are, from left: charge *Morton S. Smith*, consular officer *John R. Ratigan*, administrative officer *Lemuel D. Coles*, political officer *J. Anthony Allitto*, *Anne Graham*, political officer *Thomas R. Graham* and *Kathleen Allitto*.

Topics of interest were Soviet activities in the region; Asian perceptions of U.S., Soviet, Chinese and Vietnamese involvement in the region; prospects for military cooperation; Asian attitudes towards recent events in the Indian Ocean/Persian Gulf region; the Iran/Iraq conflict; increased U.S. naval deployments in the Indian Ocean; and U.S. development of a rapid deployment force. Mr. Richeson served as roundtable cochairman at the student conference on U.S. affairs, at the U.S. Military Academy, November 19-22. This was an annual conference, hosted by West Point and attended by student representatives from colleges and universities throughout the country. Mr. Richeson was asked to cochair the session on the People's Republic of China, because of his previous position in the Department of Defense, where he participated in the planning and conduct of Secretary **HAROLD BROWN**'s visit to China and the return visit by Chinese vice premier **GENG BIAO**.

STEPHANIE A. GILLESPIE, Office of the Executive Director, has been promoted to GS-9. ☐

Economic and Business Affairs

Assistant Secretary **DEANE HINTON** attended International Energy Agency meetings in Paris, November 20-21 and December 5, and the agency's ministerial on December 9. Participants in the meetings agreed to measures to cope with oil shortages resulting from the Iraq-Iran war. On November 18, in Chicago, Mr. Hinton spoke to the Mid-America Committee on policies to deal with short and long-term energy problems, in an address entitled "Energy: The Continuing Crisis." **MICHAEL CALINGAERT**, deputy assistant secretary for international resources and food policy, joined with officials of the Department of Agriculture at the meeting of wheat exporting countries, in Adelaide, November 12-14. As part of that trip, he visited Canberra and Wellington for consultations with Australian and New Zealand officials. On December 8 Mr. Calingaert was the luncheon speaker for 3,000 people attending the annual convention of the Indiana Farm Bureau, in Indianapolis. His subject was "Elements in International Agricultural Policy." Following his speech, Mr. Calingaert met with press and radio representatives.

A negotiating session for an international cocoa agreement, sponsored by the UN Conference on Trade and Development, was held in Geneva, October 27-November 15, and was attended by **JOHN A. BARCAS**, chief of the Tropical Products Division. While a new cocoa agreement was concluded, the United States was not satisfied with the economic viability of the price stabilization mechanism and will not become a signatory to the agreement. Mr. Barcas also represented the United States at the 39th plenary session of the International Cotton Advisory Committee, in Manila, November 24-29. In addition to conducting a statistical review of the world cotton situation, the plenary endorsed a recommendation of the standing committee, to create a technical information section within the organization, to better serve the needs of member countries. **JAMES TODD**, chief of the Industrial and Strategic Materials Division, served as alternate U.S. representative to the first meeting of the international natural rubber council, in Geneva, November 17-21. An American, **JACK J. RIEDL**, was selected to be buffer stock manager of this new international commodity organization, which will soon be located permanently in Kuala Lumpur, Malaysia. **ROBERT SIMPSON**, Industrial and Strategic Materials Division, was a member of the U.S. delegation to the November 27-28 meeting, in Paris, of the Organization for Economic Cooperation and Development high-level group on commodities, subgroup of experts on investment.

The fourth assembly of the Latin America Civil Aviation Commission took place in Bogota, Colombia, December 1-5. **JAMES FERRER JR.**, director of the Office of Aviation, attended as an observer for the United States. During the past month **RICHARD W. BOGOSIAN**, chief of the Aviation Negotiations Division, chaired civil aviation consultations with several countries. The round of talks, all held in Washington, were with Ecuador, November 10-13; Panama, November 17-21; and Yugoslavia, December 2-5. The Aviation Programs and Policy Division chief, **THOMAS C. COLWELL**, was head of the U.S. delegation at discussions in Washington, December 8-10, with Canada, on customs preclearance facilities.

New employees in the bureau include **YVONNE WADE**, Executive Staff; **DARNELL SPARKS**, Message Center; **BELINDA WILLIAMS**, Tropical Products Division. ☐

ECONOMIC AND BUSINESS AFFAIRS—*David A. Olive, Office of Investment Affairs, receives Meritorious Honor Award. (Photo by Glenn E. Hall, Visual Services)*

European Affairs

Deputy assistant secretary **SHARON E. AHMAD** and **EDGAR J. BEIGEL**, bureau executive coordinator, attended the regional executive conference in London, November 17-18. Mrs. Ahmad also traveled to Lisbon and Madrid for consultations before returning to Washington on November 22. Deputy assistant secretary **RAYMOND C. EWING** traveled to Paris, October 27, to attend the Organization for Economic Cooperation and Development Working Party III meeting on the Turkish economic situation. Mr. Ewing also traveled to Bern, Zurich and Vienna for consultations with Swiss and Austrian officials, as well as with post personnel. Embassy Lisbon hosted a conference for European area administrative officers, November 17-21. This was the first time in two years that such a conference was held. The bureau's Executive Office was represented at the conference by its director, **CHARLES R. BOWERS**; **ERMA SCHUMACHER**, budget officer; **WILLIAM C. KELLY**, post management officer; and **W. CLARKE RODGERS**, personnel officer. Mr. Bowers visited Embassy Madrid en route to the conference. Ms. Schumacher consulted with Embassy Madrid after the conference, and Mr. Rodgers had consultations with administrative officials at Embassy Paris and at the U.S. mission in the Netherlands.

Ambassador **THOMAS O. ENDERS**, U.S. representative to the European Communities, attended the U.S.-European Communities high-level consultations, in the Department, November 17-18. Ambassador **RICHARD N. GARDNER**, Italy, traveled from Rome to Harvard University, where he addressed the Center for International Affairs, gave a public lecture at the Center for European Studies, and chaired a seminar with a group of Italian studies specialists. On November 21, Mr. Gardner delivered a speech on foreign policy and human rights, at New York Law School. Subsequently, he consulted in Washington concerning U.S. relief efforts for victims of the earthquake that took place in southern provinces of Italy on November 23. Ambassador **ARTHUR A. HARTMAN**, France, was in the Department for consultations, November 19-20. Ambassador **ROBERT J. McCLOSKEY**, Greece, was in the Department on consultations, November 17-21. Ambassador **JAMES W. SPAIN**, Turkey, was in the Department on consultations, November 20-24 and December 1-11. Ambassador **WALTER J. STOESSEL JR.**, Federal Republic of Germany, accompanied Federal Republic of Germany Chancellor **HELMUT SCHMIDT** during his visit to New York, and at meetings in Washington with **PRESIDENT CARTER**, **SECRETARY MUSKIE** and members of Congress, November 20-21. Ambassador **TERENCE TODMAN**, Spain, was in Washington, December 2-5, for consultations. Minister **DAVID ANDERSON**, U.S. mission, Berlin, accompanied Berlin Mayor **WOLFGANG LUEDER** on his visit to Washington, and

GENEVA—The American consul here, *Patsy G. Stephens*, right, prepares McDonald's hamburgers on "McHappy Day," November 8. Proceeds were donated to charity.

participated in the mayor's meetings with Washington officials, November 22. CHARLES A. KISELYAK, consul general, Hamburg, consulted in the Department in November. The following senior Foreign Service national employees consulted recently in the Department: MECHTHILDE C. HUEBER, supervisory budget and fiscal specialist, Bonn; ARKEL S. ALEXANIAN, supervisory budget and management specialist, Athens; WILSON ROBERTS, budget and fiscal specialist, Stockholm; OTTO O. PETURSSON, budget and fiscal specialist, Reykjavik.

DAVID K. EDMINISTER, deputy director, Office of Central European Affairs, consulted in Bonn and Berlin, participated in the principal officers conference in West Berlin, and attended the NATO ministerial in Brussels, December 4-12. THOMAS G. WESTON, officer-in charge of the Federal Republic of Germany desk, participated in a seminar sponsored by the Chicago Council on Foreign Relations, December 4. On November 10, HOLLIS D. BIANCHI joined the staff of the Office of Central European Affairs as secretary to the Berlin unit and to the officer-in-charge of the Swiss/Austria desk. PAUL L. LAASE, deputy director, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, was the State Department representative on the U.S. delegation at the Organization for Economic Cooperation and Development assistance committee high-level meeting, November 24-25. JAMES MADDEN consulted in Brussels and The Hague, December 8-12, on the January 1 change in the European Community presidency, from Luxembourg to the Netherlands. WILLIAM A. MOFFITT, Office of European Political and Security Affairs, was a member of the U.S. delegation to the fall plenary meeting of the NATO Committee on the Challenges of Modern Society, at NATO headquarters, November 24-25. The delegation was headed by Environmental Protection Agency administrator DOUGLAS COSTLE, and included representatives from the Departments of Defense and Transportation. A highlight of the plenary was a restricted session where senior enviornmental officials from 14 of the NATO countries exchanged views on key long-term problems, including environmental planning, energy and the environment, and chemicals and the environment. ROGER L. DANKERT, Defense Policy Section, attended the meeting of the NATO Senior Civil Emergency Planning Committee, in Brussels, December 2-4.

ELEANORE M. RAVEN, Greek desk officer, Office of Southern European Affairs, was the Department representative at the meeting of the U.S.-Greek economic working group, in Athens, December 5-6, after which she consulted in Greece, Cyprus and Turkey. WILLIAM H. HILL, Office of Soviet Union Affairs, Exchanges Section, traveled to Geneva, N.Y., November 5, to speak at Hobart and William Smith Colleges on U.S.-Soviet relations. On November 7, Mr. Hill traveled to Philadelphia to address a panel at the annual meeting of the American Association for the Advancement of Slavic Studies, on academic exchanges between the United States and Union of Soviet Socialist Republics. JAMES CREAGAN, officer-in-charge of Italian affairs, Office of Western European Affairs, accompanied Ambassador Gardner to Boston, to participate in panel discussions at Harvard University. KEITH SMITH, officer-in-charge of Spanish affairs, traveled to Madrid, Seville and Brussels, on consultations, in the latter part of September. WILLIAM A. GARLAND, officer-in-charge of Portuguese affairs, accompanied Secretary of Labor RAY MARSHALL to Lisbon, December 6, for the funeral of Portuguese Prime Minister SA CARNEIRO. ☐

Human Rights and Humanitarian Affairs

Assistant Secretary PATRICIA M. DERIAN participated in a panel discussion at the Fund for Free Expression forum, in New York, November 6, on human rights in Argentina. Ms. Derian recently met with the Mothers of the Plaza de Mayo; Archbishop HELDER CAMARA of Recife, Brazil; Argentine Nobel Peace Price winner PEREZ ESQUIVAL; EFREM YANKELEVICH, the stepson and representative in the United States of ANDREI SAKHAROV; BENIGNO AQUINO, former Philippine senator; and PERCY QUBOZA of South Africa. During the month, Ms. Derian also participated in a Woodrow Wilson seminar, "Dilemmas in Korean-American Relations," at the Smithsonian Institution.

Deputy assistant secretary STEVE PALMER participated in a November 10-12 conference sponsored by the Institute on Pluralism and Group Identity, American Jewish Committee, at Wingspread, in Racine, Wis. As a panelist, Mr. Palmer addressed issues of human rights and equity, as related to asylum, refugee and immigration policy. Deputy assistant secretary ROBERTA COHEN, with office director THERESA TULL and the regional officer for Africa, JOHN SALZBERG, met with the first vice president and foreign minister of Equatorial Guinea, FORENCIO MAYE. At the invitation of the deputy assistant secretary of the Navy, Ms. Cohen spoke to a class at Georgetown University on U.S. human rights policy. She also participated in a seminar with the executive secretary of the Inter-American Human Rights Commission. Deputy assistant secretary MILLARD W. ARNOLD attended the Committee for Security and Cooperation in Europe review conference, in Madrid, the week of November 24. HUGH V. SIMON JR., human rights officer for Europe and the Committee for Security and Cooperation in Europe, attended the review conference sessions, and consulted with members of the U.S. delegation in Madrid, December 3-6, after traveling to Strasbourg, December 1-2, to participate as U.S. Government observer at a Council of Europe meeting of experts on the multiplication of human rights complaint procedures at the international level, and consulting with European Human Rights Commission and Council of Europe officials. RICHARD GRAHAM, office director, served as a member of the U.S. delegation to the Organization of American States general assembly, which met in Washington, November 19-26, and participated in the First Committee Working Group, which drafted a resolution in support of the work of the Inter-American Human Rights Commission. On November 27, the regional officer for the Near East and South Asia, TAYLOR JESSE CLEAR, traveled to Wayne State College in Nebraska to participate in a day-long seminar and panel discussion on human rights with Senator EDWARD ZORINSKI of Nebraska and private individuals. The regional officer for Central America and the Caribbean, DALE SHAFFER, spoke on U.S. human rights policy and the Third World, at American University, to students in the foreign policy semester. ROBERT L. JACOBS, political-military affairs officer, briefed a group of military officers on security assistance and human rights, prior to their assignment as defense attaches at Latin American posts. ☐

HUMAN RIGHTS AND HUMANITARIAN AFFAIRS—Staffers of the bureau assemble to receive Argentinian Nobel Peace Prize winner *Perez Esquivel.* Left to right: *Richard Graham, Salley Harman, Taylor Jesse Clear, Robert Jacobs, Theresa Tull, Roberta Cohen, John Salzberg, Terry Rusch, Judy Jamison, Patricia Derian, Franklin Garcia, Hugh Simon* (partially hidden), *Mr. Esquivel, Millard Arnold, Dale Shaffer, Michael Bache, Diane Howard, Ray Jorgenson, Jane Minasian, Dan Evans, Renee Joiner.* ☐

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with the following chiefs of mission between mid-October and mid-December: Ambassadors STEPHEN LOW, Lagos, and ALFRED ATHERTON, Egypt; Deputy chief of mission RICHARD BOEHN, Ankara; Ambassadors ROBERT J. McCLOSKEY, Athens; SAMUEL LEWIS, Tel Aviv; JAMES W. SPAIN, Ankara; ROBERT E. WHITE, El Salvador; WALTER J. STOESSEL JR., Bonn; HERBERT S. OKUN, East Berlin; ARTHUR A. HARTMAN, Paris; RICHARD N. GARDNER, Rome; LOREN LAWRENCE, Kingston; HENRY L. KIMELMAN, Port-au-Prince; and TERRENCE TODMAN, Madrid.

Office of the Geographer: LEWIS ALEXANDER, the geographer, and ROBERT SMITH attended the law of the sea conference in Kiel, West Germany, October 20-23. Mr. Alexander presented a paper there on "The Future of International Ocean Organizations." He also visited the British Military Survey Center, Feltham, United Kingdom, and conferred with officials at the United Kingdom Hydrographic Office, in London, October 27-29. Between November 10-12, Mr. Alexander attended the 33rd annual meeting, in San Jose, Costa Rica, of the Gulf and Caribbean Fisheries Institute, and presented a paper on "Prospects for Regional Cooperation in Marine Activities in the Caribbean."

Office of Analysis for the Soviet Union and Eastern Europe: DONALD GRAVES, chief of the Soviet Internal Division, delivered a lecture to the public colloquium of Los Alamos Scientific Laboratory, Los Alamos, N.M., on "Soviet Politburo and Leadership Succession Problems," October 7. He attended the annual convention of the American Association for the Advancement of Slavic Studies, in Philadelphia, November 6-8. SIDNEY PLOSS, analyst in the same division, chaired a panel at a conference on "The Sino-Soviet Conflict: The Seventies and Beyond," at the University of Washington, Seattle, October 30. He presented a paper entitled "Khrushchev and Brezhnev: A Difference in Kind or Degree?" to the annual convention of the American Association for the Advancement of Slavic Studies, Philadelphia. For the Soviet Foreign Political Division, analyst ISABEL KULSKI participated in the meeting of North Atlantic Treaty Organization experts in Brussels, October 21-25. Analyst WAYNE LIMBERG lectured at the Newport, R.I., Center for International Visitors, and at the Salve Regina College, on "The Soviets and the Middle East"; at the John Hays Club of Brown University, on "The Soviets and the Persian Gulf"; and to the Providence Committee on Foreign Affairs, on "The Soviets and the Gulf." Analyst Lt. Col. JAMES GRANT presented a paper on "Soviet Perspectives on the Balance of Power in Asia," at a meeting of the Association for Asian Studies, Drew University, Madison, N.J., October 25. At the World Affairs Council of Philadelphia, analyst PAUL COSTOLANSKI, of the East European Division, lectured on "Soviet-East European Relations."

Office of Analysis for Western Europe: ANTON W. DE PORTE, director, participated in two colloquia on General de Gaulle's career, at New York University and Harvard University, November 14-15. He also lectured on U.S.-

European relations in the 1980s, at Carnegie-Mellon University, November 24, and at the University of Virginia, December 9. Mr. Deporte was to retire from Government service in December. F. HERBERT CAPPS, deputy director, and WILLIAM W. MILLAN, analyst in that office, attended the conference on "Eurosocialism and America: An International Exchange," December 5-7. Mr. Millan also participated in the White House fellows' orientation briefing trip to Ottawa and Quebec City, November 19-22.

Office of Analysis for East Asia and the Pacific: WEVER GIM assumed his duties as director in August; LEWIS G. SARRIS as deputy director in October; WILLIAM DUNCAN as China analyst in September; ROBERTA CHEW as Philippines analyst and CARLOS KENNETH QUINONES as China analyst in November. SARA ANN SMITH, analyst, spoke at the Foreign Service Institute on Chinese leadership, in November, and on Chinese internal politics, in September, at Emory University, Atlanta, where she also participated in a radio interview. She briefed a University of South Carolina delegation traveling to China, in October, and gave a press backgrounder to a Columbia, S.C., newspaper, in September. HUNT JANIN met with visiting youth leaders from the United Kingdom, briefed visiting scholar-diplomats on political trends in East Asia, and spoke at the institute on general foreign policy matters. MICHAEL FOLEY spoke at the institute on Malaysian-Singapore relations.

Office of Politico-Military Analysis: GALEN FOX, chief of the Nuclear and Scientific Division, traveled to Los Alamos, N.M., on the Department of Energy's nonproliferation workshop field trip, October 28-30, then continued to the Lawrence Livermore Laboratories, in California, for consultations there. ☐

INTELLIGENCE AND RESEARCH—*William McAfee,* with plaque, deputy assistant secretary for intelligence coordination, receives Distinguished Honor Award. From left: *Ronald Spiers,* bureau director; Under Secretary *Ben Read;* General *Albert Wedemeyer,* U.S. Army, retired. Mr. McAfee is now director of the Office of Intelligence Liaison, having relinquished the post of deputy assistant, at his own request, to Dennis H. Kux.

Inter-American Affairs

GEORGE F. JONES, director, office of Regional Political Programs, participated in consultations with Canadian and United Kingdom representatives, in New York, December 5. SEAN M. HOLLY, narcotics coordinator for the bureau, was in Nassau, December 8-12, with an interagency team, to discuss narcotics interdiction with the government of the Commonwealth of the Bahamas.

The director of Mexican affairs, EVERETT E. BRIGGS, participated in a conference on U.S.-Mexican relations, sponsored by the American Assembly (Columbia University), at Arden House, in Harriman, N.Y., October 30-November 2. Sixty representatives of the American and Mexican governments' private sectors, media and academia attended the conference organized by former Ambassador ROBERT McBRIDE and presided over by Ambassador WILLIAM SULLIVAN, president of the assembly. Mr. Briggs accompanied the Secretary on his visit to Mexico, November 29-December 1. ROBERT E. PASTORINO, deputy director, was a member of the U.S. Government delegation, led by Ambassador JOHN E.

SANTIAGO, Chile—At awards ceremony, back row, from left: *Jorge Candia, Maria Asquet, Adriana Hernandez, Charles W. Grover, Monica Rivera, Elena Benzann,* Ambassador *George W. Landau, Chita Fortuño, Mario Perretta, Hernan Retamales, Fresia Rojas.* Kneeling: *Osvaldo Morales, Hernan Morales, Sabino Marchant.*

REINHARDT, to the opening of the exhibition of American paintings, in the Museo de Bellas Artes in Mexico City, November 18. The exhibition was officially inaugurated by Mexican President **JOSE LOPEZ PORTILLO**.

SAMUEL F. HART, director of the Office of Andean Affairs, made his first trip in that capacity to U.S. posts in Colombia and Venezuela, in November. His visit, which enabled him to consult with mission personnel and host country leaders also included an orientation stop at the Office of the U.S. Commander in Panama. □

International Narcotics Matters

Assistant Secretary **MATHEA FALCO** visited London in December and met with British minister of state **NICHOLAS RIDLEY** to further discussions on a possible mutual legal assistance treaty between our two countries. Deputy assistant secretary **JOSEPH H. LINNEMANN** traveled to Mexico and Colombia to review international narcotics control programs in those countries. Program officer **MARY JEANNE REID MARTZ** joined him in Bogota for her first field orientation. Deputy assistant secretary **CLYDE D. TAYLOR** chaired an informal committee meeting under the auspices of the Development Assistance Committee of the Organization of Economic Cooperation and Development, in Paris, November 13-14, which focused on the need to relate economic development assistance in Pakistan with narcotics control objectives. The Bureaus of International Narcotics Matters, European Affairs and Near Eastern and South Asian Affairs held their joint annual conference in London in early November, providing the Bureau of International Narcotics Matters, the Drug Enforcement Administration, U.S. Customs Service, military and other U.S. Government officials abroad an opportunity to discuss narcotics matters together. A broad range of topics were covered, including more recent areas of emphasis such as currency-related investigative techniques. In addition, a thorough update on the drug trafficking situation was presented.

The acting director of the Office of Program Management, **DONALD R. MUDD**, was recently a member of a delegation, headed by Ambassador-designate **ROBERT GERSHENSON**, that traveled to Nassau for bilateral talks to explore ways in which we can be more cooperative in preventing trafficking of narcotics through the Caribbean area. The topics discussed included mutual assistance treaties, extradition, training and others. Other agencies represented on the delegation were the Drug Enforcement Administration, U.S. Customs Service, the Coast Guard and the Justice Department. **BRUCE A. FLATIN**, director of the Office of Global Strategy and Support, attended the International Customs Conference on Narcotics Control, in Varna, Bulgaria, October 27-31. Following the conference, he visited Thailand and Burma to consult with U.S. Government and local narcotics control officials at Bangkok, Chiang Mai and Rangoon. **JOHN L. McGRUDER**, policy and program assessment coordinator, visited Burma and Bangkok, December 2-12, to discuss the narcotics control program with embassy officials, as well as Burmese and Thai officials. Special assistant **SUSAN GINSBURG** visited Peru for consultations with embassy narcotics and economic officers concerning coca control. She visited the Tingo Maria valley, site of much of the coca cultivation used for U.S.-consumed cocaine. □

International Organization Affairs

Assistant Secretary **RICHARD L. McCALL** led the U.S. delegation to the 78th session of the council of the Food and Agriculture Organization of the United Nations, in Rome, November 24-December 5. While in Rome, he also represented the United States at the joint meeting of the Organization for Economic Cooperation and Development and the OPEC (Organization of Petroleum Exporting Countries) members of the International Fund for Agricultural Development. He also met with the fund's president, **ABDELMUHSIN AL-SUDEARY**. Separate meetings took place with the executive directors of the World Food Program and the World Food Council. Mr. McCall also addressed both the Food and Agriculture Organization council and the organization of American employees of the Food and Agriculture Organization. He was accompanied by **EDMUND M. PARSONS**, agency director for agriculture, who was alternate U.S. representative to the council session.

Deputy assistant secretary **MARION V. CREEKMORE** was in Rome as the alternate U.S. representative to the fourth session of the governing council of the International Fund for Agricultural Development. **KEVIN G. NEALER** of the Agriculture Directorate was also a member of the U.S. delegation. The principal issue discussed was that of replenishment of the fund's resources. Mr. Creekmore attended the North-South roundtable discussions sponsored by the Society for International Development, in Ottawa, November 14-16. Mr. Creekmore also traveled to Rome to attend the International Fund for Agricultural Development governing council meetings, December 8-11. Deputy assistant secretary **SARAH GODDARD POWER** made a major policy speech on international communications issues, before junior executives of the Economic Club of Detroit, December 5. Special negotiator **JOHN W. McDONALD JR.** recently made a number of speeches—before a Quaker group at the William Penn House, in Washington, November 19; students and faculty at Johns Hopkins University medical school, in Baltimore, November 26; a student group at American University, December 4; a group assembled by the National Academy of Science, December 8; a model UN Committee, at Georgia State University, Atlanta, December 10; a course on multilateral diplomacy, at the Foreign Service Institute, December 17; and the Council of the Americas, December 11.

ALFRED P. BRAINARD, director of the Policy Management Staff, was on temporary duty

LONDON—At meeting of Inter-Governmental Maritime Consultative Organization, from left: *John Simmons*, shipping attaché, Embassy London; *Constantine Warvariv*, head of U.S. delegation; *Gerald Yoest*, U.S. Coast Guard; *Secretary General Srivastava*; *Sidney Wallace*, Marine and Fisheries Committee, House of Representatives; Captain *Robert Miller*, U.S. Coast Guard.

in Warsaw, October 21-November 12. MELVYN LEVITSKY, director of UN political affairs, spoke at a model UN at Georgia State University, Atlanta, December 10. JOE PRESEL of the UN Political Office was in New York, November 13-14, and December 3-5, for consultations with the U.S. mission to the United Nations.

HERBERT G. WING, deputy director, and ANN F. WAGGONER, Office of Development and Humanitarian Programs, visited New York, December 16-17, to consult with RUTH MORGENTHAU, U.S. representative to the Economic and Social Council commission for social development, and other U.S. mission officials. From November 6 to December 6, MARK G. DAVISON of the Office of Human Rights Affairs served as adviser on the U.S. delegation to the UN General Assembly's 35th session. The U.S. National Commission for UNESCO; Mr. McCall and Ms. Power. DAVID NEWSOM, under secretary for political affairs general conference was presented by ROBIN CHANDLER DUKE, head of the U.S. delegation to the UNESCO general conference. Presentations also were made by Ambassador BARBARA NEWELL, U.S. permanent representative to UNESCO; Mr. McCall and Ms. Power. DAVID NEWSOM, under secretary for political affairs gave the banquet address. FRANCIS X. CUNNINGHAM of the Science and Technology Directorate served as an adviser on the U.S. delegation to the United Nations Environment Program's informal consultations with governments, at the Kenyatta Conference Centre, Nairobi, December 8-11. JANE MARTE of the Transportation and Communications Directorate was in New York, November 12-December 8, for the meeting of the UN Committee on Information and Communications. CONSTANTINE WARVARIV served as chief U.S. delegate at the 14th session of the executive council, World Tourism Organization, in Madrid, December 8-13. KENNETH W. PLUMMER, program officer in the Office of International Conferences, attended the eighth Inter-American Indian Congress, in Merida, Mexico, November 17-21. He served as alternate U.S. representative.

JESSIE ORR, from the UNESCO Directorate, has transferred to the Bureau of Administration. SANDRA L. JOHNSON, from the Department of Labor, has been assigned to the UN Conference on New and Renewable Sources of Energy. JOAN STOKES, from the Office of International Economic Policy, has retired. SANDRA ANDERSON, from Mogadiscio, has been assigned to the Development Assistance Evaluation and Planning Staff, replacing ANNE MEHU, who has returned to AID. JOHANNA MISEY in the bureau during the holidays. ☐

Near Eastern and South Asian Affairs

On November 20, Assistant Secretary HAROLD SAUNDERS addressed the annual meeting of the National Council of Community World Affairs Organizations, in the Department. Deputy assistant secretry MICHAEL STERNER traveled to Philadelphia, November 14, to participate in the conference "The Middle East Challenge: 1980-85," sponsored by the Middle East Research Institute of the Univerity of Pennsylvania. Mr. Sterner was respondent for the workshop session on political determinants of stability in the region. JANE COON, deputy assistant secretary, spoke on the Soviet invasion of Afghanistan, before the Calvert County League of Women Voters in Easton, Md., November 14. Deputy assistant secretary JOSEPH TWINAM traveled to Louisiana, December 17, to address the New Orleans Trade Mart and, in Baton Rouge, the Louisiana State University conference "Doing Business in the Middle East." Mr. Twinam spoke on political and economic issues of the Persian Gulf before both audiences. On November 24, deputy assistant secretary MORRIS DRAPER addressed the Atlanta chapter of the National Council of Jewish Women, at a dinner meeting in that city.

EDWARD PECK, director, Office of Egyptian Affairs, spoke on Egyptian matters before the Wisconsin Manufacturers' Association,

NEW DELHI—Ambassador *Robert F. Goheen, Donna Smith, Dick Smith* and *P.K.Y. Krishnan*, president of the American Embassy Indian Employees Association, at a party for Mr. Smith, who retired after 28 years with the U.S. Government.

in Kenosha, November 13. On November 6, JOHN HIRSCH, deputy director, Office of Israeli and Arab-Israeli Affairs, traveled to East Orange to address the Metropolitan New Jersey Jewish Community Federation. ROGER MERRICK, deputy director for Saudi Arabia and the Yemen, Office of Arabian Peninsula Affairs, was the luncheon speaker for a conference on Saudi Arabia sponsored by the Mid-America Committee, in Chicago, November 19. QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, traveled to New York, November 21, to participate in a one-day seminar on the Persian Gulf, sponsored by the National Foreign Trade Council. MARGARET DEAN, political-economic officer for Oman, Bahrain and the United Arab Emirates, gave an overview of Mideast policy, before a group of seniors from Lower Merion High School, Pa., at a Department briefing, November 3.

Newly-assigned personnel in the bureau include LYNDA WALKER, secretary, and KIMBERLEY BASSLER, secretary, Office of India, Nepal, Sri Lanka and Maldive Affairs. Ambassadors consulting recently in the bureau included ROBERT GOHEEN, from India; NICHOLAS A. VELIOTES, from Jordan; ANGIER BIDDLE DUKE, from Morocco; ALFRED L. ATHERTON, from Egypt; SAMUEL LEWIS, from Israel; JOHN WEST, from Saudi Arabia; and STEPHEN W. BOSWORTH, from Tunisia. ☐

SINAI SUPPORT MISSION

On Tuesday, December 9, director general HARRY G. BARNES presented Ambassador FRANK E. MAESTRONE with a group Superior Honor Award for the support mission and the field mission, for "significant contributions to U.S. peacekeeping efforts in the Sinai." It added: "The mission's Government/contractor team is commended for its creative and unique application of technology to its functions." On December 4, Mr. Maestrone presented a Superior Honor Award to WILFRED F. DeCLERCQ. The award was for "sustained outstanding service from October 1979 to October 1980 as chief of operations of the field mission." BARRY KNAUF, associate director for contracts, and legal adviser JERRY FINK, AID, Office of the General Counsel, visited the field mission in December.

FRANK G. TRINKA arrived at the field mission and assumed his duties as director, November 14. WILFRED DE CLERCQ, chief of operations, completed his second tour of duty and departed on October 17 for reassignment in the Department. Liaison officers HERBERT MOLLER and JAY HIRAMA completed their tours of duty and departed on October 29 and 31, respectively. E. TUCKER RICHMOND, administrative assistant, completed her tour of duty and departed on November 17. ROBERT W. SMITH, liaison officer, arrived at base camp on November 4 to begin his tour of duty. RICHARD HENRY and D. FORD BROWN, controller, traveled to the Middle East for consultations at the field mission in November. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING met with population scientists and researchers of the Population Council, the Ford Foundation, and Rockefeller University, in New York, on October 24, for discussions on the state of contraceptive biomedical research and on reactions to the "Global 2000" report. Accompanying him was THOMAS C. FERGUSON, from the Office of the Coordinator for Population Affairs. On November 5, Mr. Pickering participated in a nuclear discussion which appeared on public television's "World" feature on "The Islamic Bomb." Mr. Pickering met with members of the bureau's Advisory Committee on Science, Technology and Foreign Affairs, November 10, to discuss the Department's response to the population, resource and environmental problems identified in "Global 2000," to debate the implications of increased concentration of CO_2 in the atmosphere, and to consider scientific and technological answers to the potential problems of U.S. dependence on foreign sources for critical nonfuel minerals. On November 17 and 19, Mr. Pickering made remarks on nonproliferation policy and programs before the League of Women Voters' Education Fund, and the Atomic Industrial Forum annual conference, respectively. Mr. Pickering presented the Defense Superior Service Medal to Colonel ROBERT B. EDDINGTON on November 4. Col. Eddington was presented the award for his accomplishments while serving as the officer-in-charge of space affairs in the bureau's Office of Advanced Technology. Among Col. Eddington's accomplishments were his service as a delegate to the UN Committee on the Exploration and Peaceful Uses of Outer Space, and his direct role as the chief State Department representative in developing the operational plans for the joint U.S.-Canadian effort (Operation Morning Light) to recover the remnants of the Soviet satellite which had impacted on the earth in the Canadian Northwest Territories. Col. Eddington's military assignment at the Department of State culminated a career of more than 27 years in the Air Force. He is now employed with the Martin-Marietta Corp. in Denver. Mr. Pickering and NORMAN TERRELL, deputy assistant secretary for science and technology, signed a new space cooperation agreement with the Japanese, in Washington, December 3. The agreement will allow U.S. industry to continue to export equipment and technology for the Japanese space launch vehicle program.

JACK MENDELSOHN has become director of the Office of Cooperative Science and Technology Programs, and SAM THOMSEN has replaced Mr. Mendelsohn as deputy director. FELIX DOROUGH, deputy director of the Office of Science and Technology Support, was in Geneva, November 15-29, as a member of the U.S. delegation to the third session of the Committee on Transfer of Technology. While in Geneva, Mr. Dorough also conferred with members of the U.S. mission staff on science and technology issues. On September 22, RICHARD E. BENEDICK, coordinator for population affairs, participated in a meeting in New York, at the United Nations Fund for Population Activities, for the purpose of designing a project examining the linkage between demographic factors and international conflict. The meeting was chaired by executive director Rafael Salas, and was attended by an interdisciplinary group of scholars. Mr. Benedick made the opening remarks at the workshop on population research in China, at the National Academy of Sciences, in Washington, October 28. The one-day workship, organized by the academy's Committee on Population and Demography, was sponsored by the bureau and brought together such prominent scholars in the field as SHELDON SEGAL of the Rockefeller Foundation and ANSLEY COALE of Princeton University. The workshop examined the status of population research in China, the adequacy of current data sources, and prospects for future U.S.-Chinese collaborative research in population sciences.

MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs, accompanied by LARRY L. SNEAD, deputy director, Office of Fisheries Affairs and MICHAEL DANAHER, Office of the Legal Adviser, participated in an international Atlantic Salmon Working Group meeting, hosted by the European Community, in Brussels, November 6-7. On November 8, the U.S. delegation met with community representatives to discuss bilateral fishery issues of mutual concern. JAMES A. STORER, director of the Office of Fisheries Affairs, attended the third session of the Western Central Atlantic Fishery Commission, in Havana, November 17-24. BRIAN S. HALLMAN participated as the State Department representative to the annual meeting of the International Commission for the Conservation of Atlantic Tunas, in Madrid, November 12-19. NORMAN WULF, director of the Office of Marine Science and Technology Affairs, attended consultations on the law of the sea, in London, December 1-5.

DONALD R. KING, director of the Office of Environment and Health, headed the U.S. delegation to the Man and the Biosphere meeting, in Nairobi, Kenya, November 12-23. PHYLLIS N. WINDLE of the Office of Environment and Health attended the Coastal Zone '80 conference in Hollywood, Fla., November 16-20, and participated in the National Oceanic and Atmospheric Administration briefings with the Mexican government on the U.S. pollutant transport model of the Gulf of Mexico, November 24-25.

EDWARD BITTNER, deputy director of the Office of Food and National Resources, visited

OCEANS AND INTERNATIONAL ENVIRONMENTAL AND SCIENTIFIC AFFAIRS—Assistant Secretary *Thomas R. Pickering*, right, awards Defense Superior Service Medal to Col. *Robert B. Eddington*. Between them is Col. Eddington's wife, *Vera*. *(Photo by Glenn E. Hall, Visual Services)*

Owensboro, Ky., December 2-3, where he conducted briefing sessions on "Global 2000," with the media, students and faculty of Kentucky Wesleyan College. THOMAS PARKER JR. of the Office of Food and Natural Resources traveled to Cagliari, Sardinia, Italy, November 24-29, as a member of a U.S. observer delegation to a meeting of the parties to the convention on wetlands of international importance, especially as waterfowl habitat. JOHN ROGERS of the U.S. Fish and Wildlife Service headed the delegation.

JOHN P. BORIGHT participated in discussions with Canadian officials on supply and demand projections for plutonium, in Ottawa, November 6. Mr. Boright also attended the international meeting on design, development, fabrication and application of research fuels, at Argonne National Laboratory, Argonne, Ill., November 13. ALLEN L. SESSOMS, of the Office of Nuclear Technology and Safeguards, participated in the working party on nuclear fuel cycle requirements, in Paris, November 13-14. ☐

Politico-Military Affairs

Office of the Director: Director REGINALD BARTHOLOMEW accompanied the Secretary to the North Atlantic Council ministerial session, in Brussels, December 12-14. JACK McCREARY joined the bureau as staff assistant to the director.

Office of International Security Operations: Director DAVID EVANS, accompanied by Commander WAYNE ARNY, visited Norfolk Armed Forces Staff College, where he lectured and received briefings relative to the commander-in-chief of Atlantic, and supreme allied commander of Atlantic operations, December 2-3. Commander PETER CRESSY accompanied Mr. Bartholomew to London for U.S.-United Kingdom talks on the Indian Ocean, November 19.

Office of Security Assistance and Special Projects: Deputy director IRWIN PERNICK and JOSEPH SMALDONE discussed security assistance and foreign policy at a Georgetown University graduate seminar, November 10. Mr. Pernick also participated, November 17-18, in a conference of the American Institute of Aeronautics and Astronautics, in Los Angeles, addressing the group on arms transfer policy. On November 19-20, he took part in the Army's annual foreign military training conference, at Fort Bliss, Tex. He spoke on State's role in the arms transfer process, at the Defense Systems Management College, Fort Belvoir, Va., December 5. ☐

Public Affairs

The bureau has been working on the Department's bicentennial activities since last summer, when Bulletin editor PHYLLIS YOUNG and her colleagues started developing a program to commemorate the establishment of the Department on January 10, 1781. Senior deputy assistant secretry TERRY McNAMARA is coordinator, Miss Young executive secretary, and ANN MONTGOMERY deputy executive secretary for the year-long celebration. Working closely with other offices and all employee organizations, they planned the Secretary's reception on January 9, in honor of the anniversary. DAVID F. TRASK, State's historian, assisted by DAVID M. BAEHLER and EVAN M. DUNCAN of the Historical Office, wrote an article entitled "A Short History of the U.S. Department of State, 1781-1981." Illustrated with photos from the files of the Audiovisual Division and from the Library of Congress, and researched by Background Notes editor JOANNE REPPERT, the article will appear in the January Bulletin and in pamphlet form. NORM HOWARD, Gist editor, has prepared an abbreviated version of Dr. Trask's history, as well as a Gist issue on the anniversary. An official poster has been prepared by Audiovisual Services. ELAINE McDEVITT, chief of Special Project Services, is working with Audiovisual Services to update the Exhibit Hall's history of the Department, and to install a small theater where films and other programs can be shown to the general public.

Office of Opinion Analysis and Plans: DEAN DeBUCK presented a paper on survey research and Government public affairs, at the annual meeting of the National Association of Government Communicators, December 4. He also moderated a workshop on the subject. TOM BLEHA, deputy director of the office, accompanied the Secretary, December 4-6, on his trip to Kansas and California.

Office of the Historian: The Advisory Committee on Historical Diplomatic Documentation held its 24th annual meeting at the Department, November 13-14. Attending were Professors GARY R. HESS of Bowling Green State, ARNOLD H. TAYLOR of Howard University, BETTY MILLER UNTERBERGER of Texas A&M, ALEXANDER L. GEORGE of Stanford, ENID CURTIS BOK SCHOETTLE of the Ford Foundation, and SEYMOUR J. RUBIN, executive vice president of the American Society of International Law. The advisory committee advises the bureau and, in particular, the Office of the Historian, concerning problems connected with the preparation of the documentary series "Foreign Relations of the United States." This year's meeting gave attention to editorial and publishing practices, and questions relating to the declassification of official records under Executive Order 12065 (June 28, 1978). Assistant Secretary, WILLIAM J. DYESS spoke to the first session of this year's committee meeting. Mr. McNAMARA and deputy assistant secretry FRANK GOMEZ attended the sessions for November 13. Mr. Trask is executive secretary of the committee. A report by the committee to the Secretary of State was expected at the beginning of 1981. Mr. Trask recently gave lectures at the Naval War College, Newport, R.I., entitled "The Strategic Lessons of the First World War," and at the Alexandria Historical Society, on "The Activities of Historians in the Department of State." Three research assistants have joined the office: KATHLEEN CROSSETT, ROBERTA DI GANGI and CARLENE PRYOR. DELIA PITTS participated in a panel discussion on "Career Alternatives for Africanists in the 1980s," at the annual conference of the African Studies Association, in Philadelphia. ☐

Refugee Programs

On December 10 Ambassador FRANK E. LOY, bureau director, and LACY WRIGHT JR., director, Kampuchean Working Group, traveled to New York for the UN Pledging Conference. SHEPARD C. LOWMAN, deputy assistant secretary for Asian programs, traveled to Thailand and the Philippines, November 24-December 12, to consult on refugee program operations. Mr. Lowman met the first orderly departure program flight coming out of Ho Chi Minh Ville, December 11. ■

American Diplomacy 1781

The Department of Foreign Affairs

BY JAN K. HERMAN

JANUARY 1781

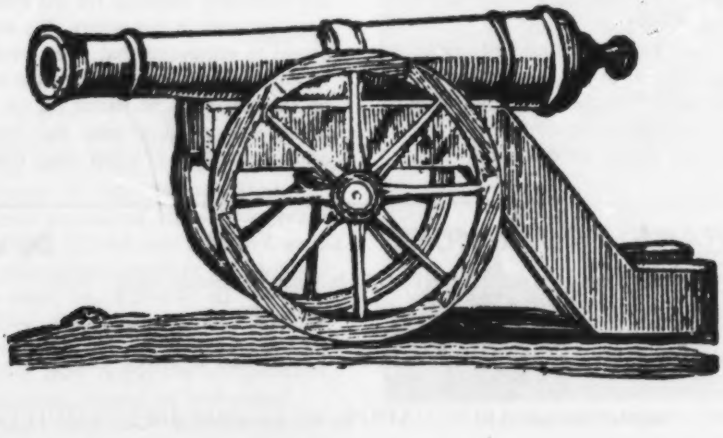
"RESOLVED, that an office be forthwith established for the department of foreign affairs, to be kept always in the place where Congress shall reside . . ." Having been dealing with foreign nations for nearly six years on an ad hoc basis, Congress, on the 10th, establishes a permanent Government department "as a remedy against the fluctuations, the delay, and indecision to which the present mode of managing our foreign affairs must be exposed."

Elsewhere, the new year brings little relief for Washington's penniless army and a bankrupt economy. Hard currency has disappeared and Continental money is less than a laughable alternative. Six Pennsylvania regiments mutiny on the 2nd and head for Philadelphia to demand food, clothing and back pay. A congressional delegation convinces them to return to camp. Eighteen days later, three New Jersey regiments rebel. This time, the commander-in-chief uses force to put down the mutiny. The ringleaders are court-martialed and hanged.

Washington is indeed a strict disciplinarian but is not oblivious to the plight of his men. To Colonel John Laurens, his former aide and now the new special envoy to France, he writes: "The patience of the army, from an almost uninterrupted series of complicated distress, is now nearly exhausted, and their discontents matured to an extremity, which has had very disagreeable consequences and which demonstrates the absolute necessity of speedy relief, a relief not within the compass of our means."

In short, more French assistance is essential and it is the wish of Congress for Laurens to get it. Upon arriving in Paris, he is to brief Franklin on his mission and transmit Congress' new instructions to the old diplomat. Laurens will then "convey to his most Christian majesty the grateful sense Congress has of the noble and generous part he has taken with regard to the United States, and use every possible means to impress him with the urgent and critical state of our affairs at present. . ." More importantly, he must try to obtain additional French naval support, more "effectual co-operation," and more loans, specifically 25 million livres over and above what France provided last year.

Is there more to Laurens' mission than meets the eye? One line of the instructions intended for Franklin provides a clue. "The negotiation is. . .so critically important, that it was deemed highly requisite by the mission of this special minister to guard against the accident of your want of health and the consequent delay in making the application." Laurens is not going to France merely as a military adviser to Franklin, but as an envoy with ministerial rank. Franklin still has his enemies in Congress and some believe Laurens' appointment is meant to force the old man into retirement.



In addition to its other business, Congress responds to a letter from John Adams written four months ago in which he warns that the British would soon concentrate their forces in the South in an effort to subdue Virginia and the Carolinas. Congress now forwards that information to the commander-in-chief. But General Washington has already anticipated British intentions. Nathaniel Greene, his trusted lieutenant, is on station in South Carolina, planning strategy against a strong and well-equipped enemy. The general's resources are limited, and he finds "the appearance of the troops. . .wretched beyond description, and then distress, on account of lack of provisions. . .little less than suffering for want of clothing and necessities." Yet the Rhode Islander is used to accomplishing much with little. He quickly unites under his command, or insures the cooperation of, disparate militia units, veteran regulars, and backwoodsmen. He then splits his army in the face of Cornwallis' superior force. As he had hoped, the British commander responds by dividing his own army, sending the infamous cavalry conlonel, Banastre Tarleton, in hot persuit of Green's detached columns.

(One of a series)

On the 17th, in a gently-sloping South Carolina pasture called the Cowpens, rebel General Daniel Morgan lures Tarleton's legion into a trap. Surrounded and cut up by rebel musketry, the survivors throw down their arms and surrender. British losses are 200 killed and 600 captured. For the second time in less than three months, Cornwallis tastes a humiliating defeat. ■

Letters to the Editor

—(Continued from Page 1)

months for personal effects to arrive is even more depressing.

My recent experience in establishing a household in Brisbane last December, dismantling it in June, and trying to re-establish one now in Casablanca may be a bit out of the ordinary. But my colleagues here, who are also awaiting their personal effects, don't give me much sympathy.

Sincerely,
DONALD F. MEYERS

P.S.—Maybe I should call Guardian Transport. Perhaps they could find a way to get my effects to me. □

A 'fleet' of 2

BARCELONA, SPAIN

DEAR SIR:

I suggest that it's about time the Department readdressed the policy on providing U.S.-made vehicles to posts abroad. While I very much support the "buy America" philosophy, to apply it universally can result in costly inefficiency.

This post, for example, has a fleet of two automobiles. One has been out of operation since May 25 (165 days as of this writing), as the delivery of spare parts has been fraught with delay and inaccurate shipments.

Since the principal officer has no privately-owned vehicle at post, the remaining vehicle is nearly always reserved for his or his family's use. These factors curtail the mobility of other elements here in discharging their duties. Funds are not often available to rent vehicles, and that solution, in any case, limits flexibility and spontaneity in operations. Long-range planning involving the use of U.S. Government vehicles is not possible, since even a slight breakdown can leave a vehicle out of commission for several weeks.

Had the official vehicles been locally purchased, the "down" car in the current and other instances would have long since been on the road.

Sincerely,
JOHN W. BLIGH JR. □

'Unisex pronouns'

OTTAWA, CANADA

DEAR SIR:

Upon opening the November NEWSLETTER this morning (Letters to the Editor page), I was astounded to read about your proposed usage of unisex pronouns in future articles. While "s/he" is bad enough, if you are seriously contemplating using "sh/im" and "sh/is," all I can say is "sh/it." Please grow up and use the English language in a style befitting the art and practice of diplomacy. An occupation that supposedly prides itself in good writing ability is not well represented by a house organ that dabbles in avant garde semantics.

Sincerely yours,
RAYMOND W. SEEFELDT
Consul general □

Unutterable

BONITA, CALIF.

DEAR PERSON:

If "s/he" (NEWSLETTER, November) is indeed about to enter the Department's official vocabulary, it will surely be adopted wherever bureaucratic communications must embrace either sex while committing the author to none.

By now we're accustomed to firefighters, letter carriers, soldiers, sailors and even astronauts named John, Jane or (to keep us guessing) Shirley. The new expression will fit them perfectly.

Hurricanes are now of optional gender, and "s/he" is especially appropriate to them. For one thing, any attempt to pronounce it will produce a nice windy sound.

But what about ships? Since time immemorial their gender has fluctuated between feminine and neuter. Can you think of a suitable compound pronoun for a ship? If so, you may find yourself uttering the one word of comment that the entire proposal most readily evokes.

Sincerely yours,
ROBERT F. HALE
Foreign Service officer (retired) □

A 'transfer tremor'

ACCRA, GHANA

DEAR SIR:

For your "transfer tremors" section:

I was almost transferred to ACCRA, but I said I wasn't GHANA go!

Sincerely,
ROD HALLEN
Communications officer □

'Gratitude'

DAKAR, SENEGAL

DEAR SIR:

We dare you to put this in the NEWSLETTER!

We would like to take this opportunity to thank the management of State for the fine support it showed for the staff corps when it approved the new Foreign Service Act.

Being mere Staff 8s, Step 1, we are extremely thankful for the tremendous increase in our salary. We are proud to announce that, next week, we are going out to pick out the color on the new Porsche which we are finally able to afford after that tremendous increase of $73 (per year, that is)

TRANSFER TREMORS .... *by ebp*

I was almost transferred to GUINEA, but my counselor said: "You CON-A-KRY all you want, but you still gotta go."

I was almost transferred to ITALY, but I felt I had ROMEd enough.

I was almost transferred to ECUADOR, but I couldn't decide to QUIT Or go. □

in our pay. The amount left over from paying for the Porsche will then be used to "top off" our Swiss bank accounts.

And just think! We owe this all to you (and the American Foreign Service Association)! How can we ever repay you for this great and wonderful thing you did for us? We have a suggestion. But we can't put it in print. With all due respect, submitted gratefully,

Signed,
BARBARA E. BURK
ANDREW C. RAHR
Support communications officers □

Communicator promotions

JIDDA, SAUDI ARABIA

DEAR SIR:

I'd like to share with you an interesting breakdown of the 20 (?) "communicator" promotions, as published in the October supplement of the NEWSLETTER.

From FSR/RU-6, FSS-4 to the next grade, an investigation of those promoted shows that six were technicians, four were telecommunications-unit employees, three were couriers, two were communicators assigned to the Bureau of Personnel, and four were actual communicators. I was unable to identify the other promotee. Further, none of the promotees was in the FSS category.

Question: Are FSS communicators not being considered for promotion?

Sincerely,
HARRY A. OLTON

Answer: Yes, says the Bureau of Personnel. FSS communicators are being considered for promotion. The precepts for the 1980 selection boards stipulated that employees at FSO/R/RU-4-6 and FSS-2-4 would be considered together by comparable class, i.e., FSO/R/RU-6 with FSS-4. Employees at these levels competed together for promotion within their respective competition categories, based on individual primary skill code, without regard to area of assignment. However, for simplicity, the statistics published on "communicators" included the entire communications field, i.e., communicators, couriers, etc., much the same as the "generalists" included political, economic, consular and administrative employees. Viewing communicator promotions from this perspective, four FSS-4s were promoted. Under the new Foreign Service Act, past distinctions between FSRU and FSS pay plans are ended, with merger into the consolidated FS pay schedule. □

'Sinister files'

PORT OF SPAIN, TRINIDAD

DEAR SIR:

I would hope that if the NEWSLETTER (October, "Love that language!") remains interested in hearing from its subscribers, it would refrain from digging into the sinister files of the State Department photographer, unearthing obscene pass photos of contributors without their permission!

My friends all reassure me that I am not that ugly.

Sincerely,
BEVERLY A. LAVIGNE
Ambassador's secretary □

The real *Ms. LaVigne*

Our hostages in Tehran

FREEPORT, ME.

DEAR SIR:

Many of us are beginning to wonder what proposals or actions, if any, have been initiated with respect to introducing legislation to provide special benefits for our hostages in Tehran. Surely there must be a general consensus that these employees deserve some very tangible form of recognition by their Government for the unique hardship that they have had to undergo. Now that they have entered into their second year of captivity, it would seem that our thinking on this aspect of their future should have progressed well beyond the medal and scroll stage.

Hopefully substantive action in this regard is taking shape—that the other agencies concerned will insure that their personnel receive benefits comparable to any accorded by State—and that I have simply overlooked the reporting of it all. If not, it is hoped that others will begin to ask similar questions.

Sincerely,
R. L. DWELLEY (Retired)

The Hostage Relief Act of 1980 was enacted by Congress before the election recess. Its provisions are summarized in the November NEWSLETTER, Page 7. □

Mike's mail

WASHINGTON

DEAR SIR:

An open letter to my friend, Mike Royle, in Rabat:

Dear Mike:

If it weren't for your long succession of postings abroad, you'd know that one of your favorite exclamations (Letters, STATE magazine, December) should no longer be directed to "fellas." The American mainstream has it as "Gee whiz, persons." Obviously, you are overdue for a domestic assignment.

All the best,
WAYNE HOSHAL
Courier and Pouch Division ■

Index: NEWSLETTER 1980

A

Administration, May, p. 2; June, p. 2.
Alcohol Awareness Program, Jan., p. 55; Feb., p. 26; Mar., p. 30; Apr., p. 39; May, p. 29; June, p. 26; July, p. 40; Aug.-Sept., p. 29; Dec., p. 21.
Algiers (See Post of Month).
Almeida, Fernando, Nov., p. 14.
Ambassadors (present credentials), Mar., p. 15; Apr., p. 22; May, p. 18.
"American Diplomacy 1780," Jan., p. 59; Feb., p. 35; Mar., p. 72; Apr., p. 52; May, p. 42; June, p. 66; July, p. 58; Aug.-Sept., p. 42; Oct., p. 37; Nov., p. 20; Dec., p. 37.
Anderson, Donald, June, p. 19.
Antananrivo (See Post of Month).
Appointments, Jan., p. 33; Feb., p. 13; Mar., p. 13; Apr., p. 20; May, p. 16; June, p. 17; July, p. 21; Aug.-Sept., p. 11; Oct., p. 12; Nov., p. 12; Dec., p. 17.
Architecture (in embassies), Apr., p. 25.
Artists, July, p. 36.
Ascencio, Diego, Mar., p. 7; Apr., p. 16; May, p. 8; Aug.-Sept., p. 11.
"Ask Dr. Dustin," Jan., p. 51; Feb., p. 28; Mar., p. 28; Apr., p. 38; May, p. 26; June, p. 25; July, p. 39; Aug.-Sept., p. 27.
"Ask Dr. Korcak," Oct., p. 25; Nov., p. 40; Dec., p. 20.
Atherton, Alfred, Dec., p. 9.
Auten, Joan, Dec., p. 11.
Awards, Astor Foundation, Aug.-Sept., p. 33; Director general's, June, p. 9; Distinguished Federal Civilian Service, Dec., p. 4; Foreign Service Cup, June, p. 9; Length-of-service, Jan., p. 76; Feb., p. 57; Reporting, Nov., p. 7; Superior Honor, Aug.-Sept., p. 33.

B

Bacchus, William, June, p. 20.
Baldwin, Robert, Jan., p. 36.
Bamako (See Post of Month).
Bangkok (See Post of Month).
Bargeron, Carolyn, Dec., p. 14.
Barnes, Harry, Dec., p. 4.
Becker, Carol, Apr., p. 28.
Belgrade (See Post of Month).
Bender, Geri, Nov., p. 10.
Bergold, Harry, Mar., p. 14.
Beyer, G.R., May, p. 16.
Bicentennial (See Department of Foreign Affairs).
Binns, Jack, Aug.-Sept., p. 11.
Blachly's Quiz, Jan., p. 34; Feb., p. 14; Mar., p. 14; Apr., p. 40; May, p. 37; June, p. 61, July, p. 17; Aug.-Sept., p. 26; Oct., p. 24; Nov., p. 42; Dec., p. 10.
Black History Month, Feb., p. 42; Mar., p. 19.
Blair, William D., May, p. 7.
Bodde, William, July, p. 27.
Bombay, Aug.-Sept., p. 17.
Bookfair, June, p. 23; Aug.-Sept., p. 7.
Book Review, June, p. 20.
Boyatt, Thomas, Oct., p. 12.
Budget, Feb., p. 10.
Bugs, Aug.-Sept., p. 8.
Bureau Notes, Jan., p. 77; Feb., p. 46; Mar., p. 57; Apr., p. 53; May, p. 55; June, p. 46; July, p. 70; Aug.-Sept., p. 60; Oct., p. 49; Nov., p. 45; Dec., p. 51.
Burroughs, John, Oct., p. 13.
Burt, Art, July, p. 16.
Busby, Morris, June, p. 19.

C

Camels, Nov., p. 10.
Canada, Mar., p. 2; cover.
Caracas, Jan., p. 27.
Carrington, Walter, July, p. 23.
Carter, President, May, p. 2.
Cheek, James, Feb., p. 14.
Chidester, Judith, Apr., p. 13.
Chile (See Post of Month).
Christmas (at posts), Dec., p. 14.
Church, Sen. Frank, Aug.-Sept., p. 4.
Civil Service merit pay, July, p. 11; Aug.-Sept., p. 53.
Commissioning and Tenure Board, Mar., p. 47; Aug.-Sept., p. 59; Dec., p. 50.
Computers, Jan., p. 30; Dec., 19.
Congress, Mar., p. 7; Apr., p. 12; June, p. 15.
Consumer affairs, Feb., p. 17.
Cook, Frances, July, p. 26.
Corr, Edwin G., Oct., p. 13.
Cardio-Pulmonary Resuscitation (CPR), Oct., p. 27.
Crowley, John, July, p. 27.

D

Dacca, Jan., p. 15.
Davis, Allan C., July, p. 26.
Dean, John Gunther, Oct., p. 7.
DeJarnette, Ed, July, p. 52.
Department of Foreign Affairs, Dec., p. 8.
Derryck, Vivian, Dec., p. 17.
Diplo-Crostic puzzle, Jan., p. 46; Mar., p. 27; May, p. 24; June, p. 30; July, p. 43, Oct., p. 29; Dec., p. 29.
Diplomatic reception rooms, Feb., p. 30.
Diplomatic reciprocity, Aug.-Sept., p. 4.
Doctors, July, p. 42.
Dogs, Oct., p. 10.
Dubs, Adolph, Mar., p. 5.
Dyess, William, July, p. 21.

E

Education and Training, Jan., p. 57; Feb., p. 40; Mar., p. 22; Apr., p. 28; May, p. 34; June, p. 29; July, p. 52; Aug.-Sept., p. 40; Oct., p.35; Nov., p. 17; Dec., p. 34.
Elliott, Catherine, Feb., p.26.
Embassies, Architecture, Apr., p. 25; Contests Quito, Dec., p. 13; Invasion, Afghanistan, Mar., p. 4; San Salvador, Oct., p. 7; Reduction, Chile, Jan., p. 7; Security, May, p. 4, Suspension, Tripoli, Jan., p. 7.
Equal employment opportunity, Feb., p. 42; Mar., p. 16; June, p. 24; July, p. 18; Oct., p. 2.
Escort service program, June, p. 22.
Evacuees, Feb., p. 24.

F

Fascell, Cong. Dante, Nov., p. 4.
Fatso, Jan., p. 43.
Finnish language (See Language).
Flowerree, Charles, May, p. 17.
Flutist (See Goldsmith, Sydney).
Foreign Commercial Service, Feb., p. 10; May, p. 5.
Foreign Service Act, Mar., p. 8; Apr., p. 16; July, p. 2; Oct., p. 3; Nov., p. 2; Dec., p. 4.
Foreign Service Day, June, p. 8.
Foreign Service Families, Jan., p. 42; Feb., p. 22; Mar., p. 42; Apr., p. 41; May, p. 19; June, p. 22; July, p. 38; Aug.-Sept., p. 24; Oct., p. 28; Nov., p. 43.
Foreign Service, life in, Jan., p. 9, 29; Mar., p. 11; Apr., p. 13; May, p. 10; July, p. 19; Oct., p. 9.
Foreign Service newsletters, May, p. 10.
Foreign Service nominations, Mar., p. 51; Aug.-Sept., p. 58; Oct., p. 48.

G

Gershenson, Robert, Aug.-Sept., p. 12.
Giammarino, Michael, Mar., p. 10.
Gigliotti, Donna, July, p. 5; Aug.-Sept., p. 53; Dec., p. 19.
Goldsmith, Sydney, June, p. 13.
Goodby, James, Apr., p. 20.
Gordon, Robert, Mar., p. 14.
Gray, Cong. William, Mar., p. 19.
Grievance board, Feb., p. 32; Mar., p. 32; Apr., p. 32; May, p. 31; July, p. 34; Aug.-Sept., p. 34; Nov., p. 15; Dec., p. 24.
Grove, Brandon, Feb., p. 14.

H

Habib, Philip, Apr., p. 18.
Habib report (See equal employment opportunity).
Hague, The (See Post of Month).
Handicapped, May, p. 7.
Hanser, Kathy, Aug.-Sept., p. 8.
Harris, F. Allen, May, p. 17.
Harrop, William, June, p. 17.
Harter, John, Mar., p. 22.
Healy, Theresa A., June, p. 17.
Heginbotham, Erland, Apr., p. 21.
Helman, Gerald, Jan., p. 35.
Hinton, Dean, Feb., p. 13.
Holmes, Marilyn, July, p. 38.
Horan, Hume, July, p. 25.
Horses, Oct., p. 9.
Hostage Relief Act, Nov., p. 7.
Hostages, Colombia, Mar., p. 7; Apr., p. 16; May, p. 8; Iran (see Iran).

I

Intelligence and Research, Oct., p. 23.
Iran (Hostages), Jan., p. 2; Feb., p. 2; Mar., p. 2; Apr., p. 1; May, p. 3; June, p. 15; July, p. 15; Aug.-Sept., p. 2; Nov., p. 7.

J

Jon de Vos, Peter, Aug.-Sept., p. 13.
Junior officer class, Dec., p. 50.

K

Kaiser, Philip, Mar., p. 13.
Karachi, Feb., p. 24.
Katz, Abraham, Feb., p. 14.
Kaufman, Robert, May, p. 16.
Kelley, Robert, May, p. 16.
Kennon, Shirley, Feb., p. 22.
Kiev, Jan., p. 19; Feb., p. 12.
Kimelman, Henry, Aug.-Sept., p. 12.
Kinshasa (See Post of Month).
Kocher, Eric, Mar., p. 35.
Kontos, C. William, June, p. 17.
Kubisch, Jack, Aug.-Sept., p. 14.

L

Labor, Mar., p. 52.
Laingen, Bruce, Jan., p. 2.
Lane, Franklyn, Aug.-Sept., p. 12.
Languages, June, p. 14; July, p. 56; Oct., p. 16.
Ledsky, Nelson, Feb., p. 13.
Lee, Armistead, June, p. 21.
Lemandri, John, Apr., p. 24.
Lemmon, Michael, June, p. 45.
Length of service (See Awards).
Lesser, Larry, Nov., p. 6.
Life insurance, Dec., p. 23.
Lincoln, Abraham, Feb., p. 7.
Linowitz, Sol, Jan., p. 33.
Long-time employees, Dec., p. 30.
Look-Alikes, Mar., p. 69; June, p. 59; Aug.-Sept., p. 53; Oct., p. 54.
Lorton prison, Aug.-Sept., p. 23.
Loy, Frank, July, p. 21.

M

Madagascar (See Post of Month).
Maestrone, Frank, Aug.-Sept., p. 13.
Maimone, Diane, Mar., p. 11.
Malmborg, Gene, Apr., p. 16.
Mansfield, William, Feb., p. 16.
Map (of posts), Dec., p. 32.
Marthinsen, Charles, May, p. 17.
Martin, Edwin M., July, p. 16.
Matlock, Jack, Nov., p. 12.
McCall, H. Carl, Feb., p. 13.
McCall, Richard, July, p. 21.
McDonald, John, Jan., p. 36.
McNeil, Francis, June, p. 18.
Meehan, Francis, Oct., p. 12.
Meissner, Charles, Dec., p. 17.
"Memo of Month," May, p. 23.
Middle East Report, Jan., p. 2; Feb., p. 2; Mar., p. 2; Apr., p. 1; Aug.-Sept., p. 2.
Muskie, Secretary, May, p. 2; June, p. 1; Oct., p. 2.

N

Nava, Julian, Apr., p. 20.
New Directives, Apr., p. 51; May, p. 41; June, p. 64; Nov., p. 44.
Nexis, Dec., p. 19.
Nimetz, Matthew, Jan., p. 33.
Nolan, Louis, Oct., p. 9.
North, J.M., July, p. 26.
Nugent, Cheryl, July, p. 19.

O

Obituaries, Jan., p. 93; Feb., p. 69; Mar., p. 73; Apr., p. 66; May, p. 70, June, p. 67; July, p. 86; Aug.-Sept., p. 85; Oct., p. 58; Nov., p. 62; Dec., p. 63.
O'Herron, Thomas, May, p. 23.
Okun, Herbert, July, p. 23.
Open Forum, Jan., p. 31; Apr., p. 18; May, p. 6; June, p. 14; July, p. 17; Aug.-Sept., p. 9; Oct., p. 24; Nov., p. 8; Dec., p. 10.
Osburn, C.G., Mar., p. 8.

P

Palmieri, Victor, Jan., p. 33.
Pearson program, Feb., p. 20.
Pelletreau, Pamela, Oct., p. 28.
Personnel (Civil Service), Jan., p. 60; Feb., p. 59; Mar., p. 43 ; Apr., p. 48; May, p. 52; June, p. 31, July, p. 66; Aug.-Sept., p. 49; Oct., p. 38; Nov., p. 36; Dec., p. 38.
Personnel (Foreign Service), Jan., p. 65; Feb., p. 62; Mar., p. 43; Apr., p. 44; May, p. 47; June, p. 39; July, p. 59; Aug.-Sept., p. 54; Oct., p. 41; Nov., p. 21; Dec., p. 41.
Personnel counseling, May, p. 46.
Pigs, Mar., p. 11.
Piper, Larry G., July, p. 25; Oct., p. 54.
Poems, June, p. 22; Dec., p. 18.
Ponomarenko, Tania, Dec., p. 14.
Phol, Edward, May, p. 45.
Pollack, Harry, May, p. 17.
Post of Month, Algiers, May, p. 36; Antananarivo, Mar., p. 38; Bangkok, July, p. 46; Belgrade, Apr., p. 34; Hague, Feb., p. 36; Kinshasa, Aug.-Sept., p. 44; Sana, Jan., p. 48; Santiago, Nov., p. 32; Wellington, Oct., p. 30.
Precht, Henry, Aug.-Sept., p. 13.
Pringos, Theo, July, p. 36.

Q

Queen, Richard, Aug.-Sept., p. 2.
Quality evaluation reports, Dec., p. 49.
Quito (See embassies).

R

Rackey, Mary Ann, May, p. 22.
Rand, Sydney, Jan., p. 36.
Read, Ben H., Feb., p. 11.
Rescue attempt, May, p. 3.
Retirement, May, p. 5.
Reynolds, Frank, June, p. 11.
Ridgway, Rozanne, Jan., p. 33.
Rotz, Lloyd, Aug.-Sept., p. 24.
Rondon, F.E., Oct., p. 14.
Ryan, Judith, Mar., p. 50.

S

Salary chart, Dec., p. 12.
San Salvador (See embassies).
Sana (See Post of Month).
Santiago (See Post of Month).
Saunders, Harold, Dec., p. 9.
Secretaries, July, p. 55.
Selection boards, July, p. 14.
Senior Executive Service, Feb., p. 61; Oct., p. 6.
Shelton, Sally, Nov., p. 8.
Shlaudeman, Harry, Oct., p. 12.
Silberstein, Fanchon, Mar., p. 42.
Simcox, David, Oct., p. 13.
Sisters, Apr., p. 19; June, p. 65.
Smith, Joyce, Aug.-Sept., p. 17.
Smythe, Mabel M., Jan., p. 35.
Spain, James, Jan., p. 34.
Spero, Joan, Apr., p. 20.
Spiers, Ronald, Mar., p. 13.
Supercrat (birthday), May, p. 25.
Sutherland, Peter, July, p. 23.
Suva (See Post of Month).
Sweeney, George, May, p. 29.

T

Tagliani, William, May, p. 7.
Tandem couples, May, p. 19.
Tarrant, James, Feb., p. 17.
Tax, May, p. 5.
Taylor, Ambassador Ken, Mar., p. 2; cover.
Taylor, Ginny, Apr., p. 41.
Taylor, James, Mar., p. 4.
Thailand, July, p. 5.
Thayer, Harry, Oct., p. 14.
Time chart, July, p. 44.
Trattner, John, July, p. 22.
Trimble, Philip, June, p. 18.
Tripoli (See embassies).

V

Vanden Heuvel, William J., Jan., p. 35.
Van Doren, Charles, June, p. 19.
Vientiane, Jan., p. 10.
Voting, Apr., p. 16.

W

Wallen, Janet, Dec., p. 34.
Waterman, John, July, p. 30.
Watson, Barbara, Jan., p. 31; Aug.-Sept., p. 11.
Watzman, Sanford, Jan., p. 9.
Weissman, Marvin, Mar., p. 14.
Wellington (See Post of Month).
Wells, Melissa, July, p. 64.
White, Robert, Mar., p. 13.
Williams, Wesley, Jan., p. 5.
Women's Action Organization, May, p. 6.
Woodruff, Arthur, Oct., p. 14.
World Court, Apr., p. 1; July, p. 15.

Y

Yemen (See Post of Month). ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g., when they are retired or otherwise in a lower tax bracket.

Obituaries

Mr. Olenik

Joseph Eugene Olenik, 53, a Foreign Service officer assigned to the Board of Examiners for the Foreign Service, since last September, died after a heart attack in Masontown, Pa., on November 11. From 1977-80 he served in the Field Operations Division of the Bureau of Consular Affairs. Beginning his career as a clerk in 1950, he went on to serve as consular officer in Jidda, London, Dacca, Tangier, Johannesburg, Hong Kong and Seoul. During the '60s he held one-year assignments in the Bureau of African Affairs, the Post Management Division, and in Security and Consular Affairs.

A native of Pennsylvania, Mr. Olenik served in the Army during the war, and was a state government court reporter, 1946-48. He leaves his wife, of 2538 Villanova Drive, Vienna, Va. 22180, one son, two daughters, his mother and a sister. ☐

Mr. Means

Willard O. Means, 59, a technical information specialist in the Information Management Section of the Executive Secretariat for the past eight years, di[illegible] of emphysema at Sibley Memorial Hospital on November 25.

He was a member of the Foreign Service, 1945-72, and served as a clerk in Paris, Shanghai, Milan, Calcutta, Ankara and Vienna. He was assigned to the secretariat's Communications Management Section in 1965, becoming a communications and records officer in 1971. He converted to the Civil Service the next year.

Survivors include his wife, of 1135 Autumn Haze Ct., Herndon, Va. 22070. ☐

Mr. Smith

Harold E. Smith, 57, a mail and file supervisor who was assigned to the Executive Secretariat's Combined Message Center, on a detail from the Bureau of Administration, died of cancer at Capitol Hill Hospital on October 18. Beginning his 38-year career at State in 1942, he held a temporary assignment and then served in the Army during the war. Returning to the Department in 1946, he was a communications and records messenger. In 1957, Mr. Smith became a file supervisor in the medical division, then transferred to the Bureau of Administration in 1964.

Survivors include his wife, Annie Smith, a former Department employee who worked in the Bureau of Personnel until retiring in 1976, one son and one daughter. The home address is 4103 Anacostia Ave. N.E., Washington, D.C. 20019. ☐

Mr. Jernegan
(1952 photo)

John D. Jernegan, 69, former ambassador to Iraq and Algeria, died after a long illness in Carmel Valley, Calif., on November 7.

A native of California, he earned a bachelor's and master's from Stanford University. His first assignment was to Mexico, in 1936. He was consular/economic officer in Barcelona, 1938-43, then served as political officer in Tehran. Mr. Jernegan was assistant chief of the Division of Near Eastern Affairs for two years. He became chief of the Office of Greek, Turkish and Iranian Affairs in 1948. Transferred to Tunis in 1950, he was principal officer and consul general until 1952, when he returned to the Department as deputy assistant secretary for Near Eastern, South Asian and African affairs. In 1955, he was assigned to Rome as counselor and deputy chief of mission.

Appointed ambassador to Iraq in 1959, he served there until 1962, when he was detailed to the Air University at Maxwell Air Force Base. A two-year assignment as deputy assistant secretary in the Bureau of Near Eastern and South Asian Affairs preceded his 1965 appointment as ambassador to Algeria. Mr. Jernegan was a diplomat-in-residence at Emory University, 1967-68. His last assignment was a detail to Norfolk as political adviser to the commander-in-chief of the Atlantic fleet.

After retiring in 1972, he devoted time to historical research. Mr. Jernegan is survived by his wife, of 118 Rancho Rd., Carmel Valley 93924, and four children. ☐

Mr. McCombs

Solomon McCombs, an internationally-known American Indian painter, who worked in the Office of Audio-Visual Services for 17 years, died following surgery at St. John's Hospital in Tulsa, Okla., on November 18. He was 67.

Mr. McCombs was a graphics illustrator and designer in Visual Services from 1956 until his retirement in 1973. In 1955, on a trip sponsored by the Department and the International Educational Exchange Service, he toured the Near East and Africa to exhibit Indian paintings and explain Indian contributions to U.S. culture. A Creek Indian and vice chief of the Creek Nation, he portrayed Indian life and customs in his paintings, using an ancient technique to enhance linear patterns. His works, some of which hang in American embassies in Madrid, Brazil and Monrovia, have been shown at several museums, including the Corcoran Gallery and Smithsonian Institution in Washington, the Museum of Modern Art in New York, the San Francisco

Museum of Art, the Gilchrease Museum in Tulsa, and the Tyron Gallery in London. He won many awards.

Born in Oklahoma, Mr. McCombs studied Indian symbols, designs and traditional painting at Bacone College in Muskogee. At Tulsa University's Downtown College, he studied anatomy and did research on Indian culture, particularly that of his own tribe. He was a founding member of the American Indian and Eskimo Cultural Foundation. Besides his wife, also an artist, c/o Creek Council House, P.O. Box 147, Okmulgee, Okla. 74447, he leaves a sister and four brothers. ☐

Harold E. Howland, 67, a Foreign Service officer who retired in 1972, died on November 30. Mr. Howland worked with the U.S. Allied Commission for Austria before joining the Department in 1951. He was chief of the American Grantees Section of the International Educational Exchange Service, 1952-56, then served with the U.S. Advisory Commission on Educational Exchange. After a USIA detail as cultural affairs officer in Tel Aviv, he returned to Washington and became chief of foreign student affairs. Subsequent positions included director of the Office of Far Eastern Programs, special assistant for East-West Center affairs, and deputy assistant secretary for educational and cultural affairs. His last post was Amsterdam, where he was consul general and principal officer, 1967-71.

Mr. Howland received a meritorious service award in 1958 and a Superior Honor Award in 1965. A native of Pennsylvania, he was a graduate of the University of Pittsburgh, and served overseas as an Army major during the war. Survivors include his wife, of 406 Dove Circle, Vienna, Va. 22180. ☐

Deering E. Wilson, 73, a retired disbursement officer, died on October 18. A native of Indiana, he joined the Foreign Service in 1945 and was assigned to Sofia as administrative assistant. He served as disbursement officer in Baghdad, Sydney, The Hague and Johannesburg. After an assignment to Pretoria as assistant attache, Mr. Wilson returned to the Department in 1955. His last post was Tehran, where he was assistant budget and fiscal officer and second secretary. He retired in 1961. Survivors include his wife, of 1419 Lakecrest Drive, Norman, Okla. 73071, and a son. ☐

Elizabeth J. Fagan, 50, wife of Foreign Service officer Joseph F. Fagan, died after a four-month illness, at Alexandria Hospital, November 20. A member of the Association of American Foreign Service Women, Mrs. Fagan accompanied her husband on assignments to Brussels, Kingston and Melbourne. In addition to her husband, of 5797 Rayburn Ave., Alexandria, Va., 22311, she leaves one son and one daughter. ☐

Marie C. McKee, wife of William D. McKee, resident agent, Office of Security, Atlanta Resident Office, died at DeKalb General Hospital, in Atlanta, on December 5. Mrs. McKee was an executive secretary at the Center for Disease Control in Atlanta for the past five years. Besides her husband, of 467 Pineburr Lane, Stone Mountain, Ga. 30087, she leaves three daughters, two sons and four grandchildren. ■

International radio group to meet January 15

Study Group 5 of the U.S. Organization for the International Radio Consultative Committee will meet on January 15, from 1 to 5 p.m. in Room CR-46, Engineering Center, University of Colorado, Boulder, Colo. The group deals with propagation of radio waves (including radio noise) at the surface of the earth, through the nonionized regions of the earth's atmosphere, and in space where the effect of ionization is negligible.

The purpose of the meeting will be a review of the work program, in preparation for the international meeting of Study Group 5 in August-September.

Members of the general public may attend the meeting and join in the discussions subject to instructions of the Chairman. Requests for information should be directed to Gordon Huffcutt, State Department, Washington, D.C. 20520, telephone (202) 632-2592. ☐

Answers to quiz

(See Page 29)

1. Lot's wife. See Genesis XIX, 26.

2. "Don Quixote," by Cervantes.

3. The ancient Romans put into words the idea that an unappetizing meal—or a distasteful proposal—could be improved if taken "*cum grano salis*."

4. In St. Matthew's account of the Sermon on the Mount (V. 13) Jesus said to his disciples: "Ye are the salt of the earth: but if the salt have lost his savour, wherewith shall it be salted? It is thenceforth good for nothing, but to be cast out, and to be trodden under foot of men."

5. Henry Van Dyke, in "the School of Life." He went on to observe: "You may have to live in a crowd, but you do not have to like it, nor subsist on its food."

6. St. Paul in his letter to Colossians (IV, 6) wrote: "Let your speech be always with grace, seasoned with salt, that ye may know how ye ought to answer every man."

7. The custom of using the salt to show the rank or importance of a person got started in medieval England. At that time salt was rare, and the salt cellar was the most important consideration at a dinner table. So the host and his most important guests were seated *above* the salt, the rest *below*.

8. The expression "not worth his salt" originally meant "not worth his salary." In ancient Rome, soldiers had part of their wages paid in salt. Later they were given a monetary allowance to buy salt. This was called a *salarium*—from which our world "salary" is a direct descendant.

Library Booklist

The Department of State: 1781-1981

This is the first of a two-part bibliography on the bicentennial of the Department. Next month's list will focus on the Foreign Service and on the Department in general. Library call numbers are given.

History

BEMIS, Samuel Flagg, ed. *The American Secretaries of State and their diplomacy.* New York, Cooper Square, 1958-date. 18 volumes in 13. E183.7.B461 Ref. (Most recent volume is on Secretary Herter, 1959-1961.)

BURKE, Lee H. *Homes of the Department of State, 1774-1976: the buildings occupied by the Department of State and its predecessors, based on a manuscript by Richard S. Patterson.* Washington, Government Printing Office., 1977.57p. JX1706.A25 no. 158 Ref. (An illustrated study.)

CALKIN, Homer L. *Women in the Department of State: their role in American foreign affairs.* Washington, Government Printing Office, 1978. 322p. JX1706.A25 no. 166.

GRAEBNER, Norman A., ed. *An uncertain tradition; American Secretaries of State in the twentieth century.* New York, McGraw-Hill, 1961. 341p. JK851.G7 (Assessments of Secretaries of State, 1898-1959.)

HUNT, Gaillard. *The Department of State of the United States; its history and functions.* New Haven, Yale University Press, 1914. 459p. JK853.H8 Ref.

JOHNSON, Richard Abraham. *The administration of United States foreign policy.* Austin, University of Texas Press, 1971. 415p. JX1706. J6 (Covers 1774-1969.)

MICHAEL, William H. *History of the Department of State of the United States; its formation and duties, together with biographies of its present officers and secretaries from the beginning.* Washington, Government Printing Office., 1901. 136p. JK853.A4

STUART, Graham H. *The Department of State; a history of its organization, procedure, and personnel.* New York, Macmillan, 1949. 517p. JK853.S8 Ref.

U.S. DEPARTMENT OF STATE. *Biographic Register.* Washington, Government Printing Office., 1822, 1833-1974. JK851.A3 Ref. (Lists personnel of the Department and other agencies in the field of foreign affairs; issues since 1874 include biographic data.)

U.S. DEPARTMENT OF STATE. *A brief survey of the growth of the Department of State, 1789-1945.* Prepared for the Nelson Ad Hoc Working Committee. Washington, 1946. 11p. JK853.A35 1946 (Unpublished; depicts, in graphs, the development of the Department.)

U.S. DEPARTMENT OF STATE. *Foreign Service list.* Washington, Government Printing Office. 1828-1975. JX1705.A2 Ref. (Provides information on assignments of Foreign Service and other personnel in the field of foreign affairs.)

U.S. DEPARTMENT OF STATE. *Telephone directory.* Washington, Government Printing Office., 1922-date. JK851.A4 Ref.

U.S. DEPARTMENT OF STATE. Historical Division. *The Department of State, 1930-1955: expanding functions and responsibilities.* Washington, 1955. 57p. typescript. JK853.A37

U.S. NATIONAL ARCHIVES. *Outline of the functions of the offices of the Department of State, 1789-1943.* Washington, 1943. 226p. JK853.A6

Organization

BACCHUS, William I. *Foreign policy and the bureaucratic process; the State Department's country director system.* Princeton, Princeton University Press, 1974. 350p. JX1706.A4 1974c

BALL, Harris Hartwell. *An examination of the major efforts for organizational effectiveness in the Department of State from 1924 to 1971.* Washington, 1971. 164p. JK851.B27 (Ph.D. thesis, George Washington University.)

BILDER, Richard B. *The Office of the Legal Adviser: the State Department lawyer and foreign affairs.* Reprinted from the *American Journal of International Law,* vol. 56, no. 3, July 1962; pp. 633-684.

COMMISSION on the Organization of the Government for the Conduct of Foreign Policy. *Report.* Washington, Government Printing Office., 1975. 278p. *Appendices* (in seven volumes). E744.C5831 Ref. (The Murphy Commission report.)

ELDER, Robert and Ellsworth. *The policy machine; the Department of State and American foreign policy.* Syracuse, Syracuse University Press, 1960. 238p. JX1705.E4 (Surveys the work of country desk officers, intelligence analysts, policy planners and others.)

ESTES, Thomas and E. Alan Lightner. *The Department of State.* New York, Praeger, 1976. 272p. JK853.E83 Ref. (The description of the Department of State by two former Foreign Service officers is one of a series of books on U.S. Government departments and agencies.)

GERBER, William. *The Department of State of the United States.* Washington, Government Printing Office., 1942. 91p. JK853.A35 1942. (On the organizational background of American diplomacy.)

HILL, Norman Llewellyn. *Mr. Secretary of State.* New York, Random House, 1963. 185p. JK851.H5 (The office and its responsibilities.)

HUGHES, Charles Evans. "Some aspects of the work of the Department of State."(in) *American Journal of International Law,* 1922, vol. 16, p. 355-364. JX1.A6 vol. 16. (A speech by Secretary Hughes.)

HULEN, Bertram Dyer. *Inside the Department of State.* New York, McGraw-Hill, 1939. 328p. JK851.H9 (Describes the many facets of U.S. foreign affairs.)

HUNT, Gaillard. "The genesis of the office of the secretary of state." (in) *American Historical Association. Annual report,* 1922, vol. 1, p. 335-343. E172.A60 1922 v. 1 (A legislative history, 1775-1789.)

MARROW, Alfred J. *Making waves in Foggy Bottom; how a new and more scientific approach changed the management system at the State Department.* Washington, NTL Institute, 1974. 93p. JK851.M37 (On the management reform activities in the 1970s.)

NELSON, O. L. *Report on the organization of the Department of State, January-June 1946.* Washington, 1946. 89p. JK851.N45 Ref. (Examines how the Department's structure evolved.)

OUTLAND, John Warner. *Law and the lawyer in the State Department's administration of foreign policy.* Ph. D. thesis. Syracuse University, 1970. 195p. JX1706.A408 Ref.

U.S. DEPARTMENT OF STATE. *Diplomacy for the 70's: a program of management reform for the Department of State.* Washington, Government Printing Office., 1970. 610p. JX1706.A25 no. 143 (Recommendations of 13 Department task forces.)

U.S. DEPARTMENT OF STATE. Historical Division. *The rank of the counselor historically in the Department of State, 1909-1961.* Washington, 1961. 8p. typescript. JK863.A38 (Legislative history and biographical list.)

U.S. DEPARTMENT OF STATE. Historical Office. *A historical study of the designations "Secretary of State ad interim" and "Acting Secretary of State."* Washington, 1961. 15p. typescript. JK853.A3 (Legislative history and sample cases.) ■

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

—Loan of books, periodicals, and government documents

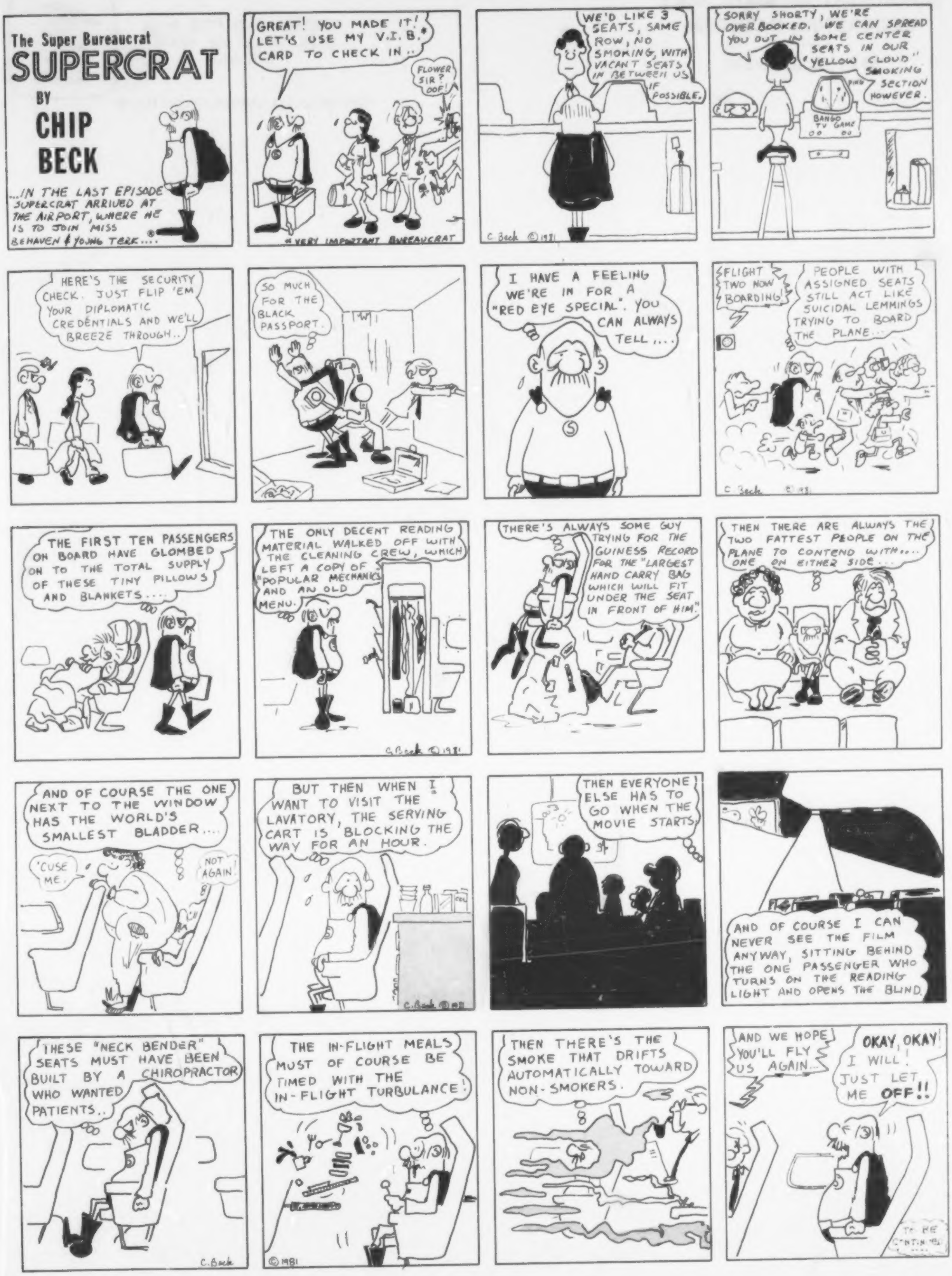
—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

—Daily newspapers (back issues on microfilm) □

The Combined Federal Campaign of the national capital area is a once-a-year solicitation of federal employees for the support of voluntary health and social service agencies in the United Way. It's practical for you to contribute to all these agencies with a once-a-year donation. This year's 17th annual campaign will support 212 voluntary organizations, 20 more than last year.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
...IN THE LAST EPISODE SUPERCRAT ARRIVED AT THE AIRPORT, WHERE HE IS TO JOIN MISS BEHAVEN & YOUNG TERK....
GREAT! YOU MADE IT! LET'S USE MY V.I.B.* CARD TO CHECK IN..
FLOWER SIR? OOF!
*VERY IMPORTANT BUREAUCRAT
WE'D LIKE 3 SEATS, SAME ROW, NO SMOKING, WITH VACANT SEATS IN BETWEEN US IF POSSIBLE.
C. Beck ©1981
SORRY SHORTY, WE'RE OVERBOOKED. WE CAN SPREAD YOU OUT IN SOME CENTER SEATS IN OUR "YELLOW CLOUD" SMOKING SECTION HOWEVER.
BANGO TV GAME
HERE'S THE SECURITY CHECK. JUST FLIP 'EM YOUR DIPLOMATIC CREDENTIALS AND WE'LL BREEZE THROUGH..
SO MUCH FOR THE BLACK PASSPORT.
I HAVE A FEELING WE'RE IN FOR A "RED EYE SPECIAL". YOU CAN ALWAYS TELL....
FLIGHT TWO NOW BOARDING!
PEOPLE WITH ASSIGNED SEATS STILL ACT LIKE SUICIDAL LEMMINGS TRYING TO BOARD THE PLANE...
C. Beck ©1981
THE FIRST TEN PASSENGERS ON BOARD HAVE GLOMBED ON TO THE TOTAL SUPPLY OF THESE TINY PILLOWS AND BLANKETS....
THE ONLY DECENT READING MATERIAL WALKED OFF WITH THE CLEANING CREW, WHICH LEFT A COPY OF "POPULAR MECHANICS" AND AN OLD MENU.
C. Beck ©1981
THERE'S ALWAYS SOME GUY TRYING FOR THE GUINESS RECORD FOR THE "LARGEST HAND CARRY BAG WHICH WILL FIT UNDER THE SEAT IN FRONT OF HIM."
THEN THERE ARE ALWAYS THE TWO FATTEST PEOPLE ON THE PLANE TO CONTEND WITH... ONE ON EITHER SIDE....
AND OF COURSE THE ONE NEXT TO THE WINDOW HAS THE WORLD'S SMALLEST BLADDER....
'CUSE ME.
NOT AGAIN!
BUT THEN WHEN I WANT TO VISIT THE LAVATORY, THE SERVING CART IS BLOCKING THE WAY FOR AN HOUR.
C. Beck ©1981
THEN EVERYONE ELSE HAS TO GO WHEN THE MOVIE STARTS.
AND OF COURSE I CAN NEVER SEE THE FILM ANYWAY, SITTING BEHIND THE ONE PASSENGER WHO TURNS ON THE READING LIGHT AND OPENS THE BLIND.
THESE "NECK BENDER" SEATS MUST HAVE BEEN BUILT BY A CHIROPRACTOR WHO WANTED PATIENTS..
C. Beck
THE IN-FLIGHT MEALS MUST OF COURSE BE TIMED WITH THE IN-FLIGHT TURBULANCE!
©1981
THEN THERE'S THE SMOKE THAT DRIFTS AUTOMATICALLY TOWARD NON-SMOKERS.
AND WE HOPE YOU'LL FLY US AGAIN...
OKAY, OKAY! I WILL! JUST LET ME OFF!!
TO BE CONTINUED

DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

U.S. MAIL

CONTROLLED CIRCULATION RATE

231

State

The Newsletter | United States Department of State | February 1981

[illegible]
MAR [illegible] 1981
[illegible]

S1.118:

THE COVER—Great exultation and a deep sense of relief are what the artist and all other Americans felt when news flashed that the 52 U.S. hostages had been flown out of Iran, that they were homeward-bound via Algeria and West Germany. The yellow ribbons have served their purpose. Now, as we had hoped all along they were destined to be, they have become confetti.

United States Department of State

State

February 1981 • No. 231

5

20

Bicentennial 1781-1981
United States Department of State

26

36

News stories

2 The inaugural/the hostages
6 They arrive in Wiesbaden
15 The budget for State
15 Up, up in the Civil Service
16 Haig confirmation hearing
17 Schwebel goes to World Court
19 Kirkpatrick: envoy to UN
26 3 honored at State's 200th

Feature stories

22 A refugee's gift to U.S.
24 Hong Kong's Bruno
25 Four poems

Photo stories

20 The transition
28 Lottery winners go to party
36 Post of the month: Rabat

Departments and features

34 Alcohol awareness
45 "American Diplomacy"
19 Appointments
33 "Ask Dr. Korcak"
59 Bureau Notes
44 Diplo-Crostic, by Becker
41 Education and Training
46 Honors and Awards
1 Letters to the Editor
72 Library Booklist
69 New Directives
15 News Highlights
70 Obituaries
49 Personnel: Civil Service
53 Personnel: Foreign Service
50 Quiz, by Blachly
67 Transfer Tremors

57 . . . . Foreign Service promotion statistics

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. □

Letters to the Editor

Should it be 's/he'?—I

ANKARA, TURKEY

DEAR EDITOR:

I employ the above salutation, rather than the customary "Dear Sir," in deference to the subject: your decision to use "s/he" as the nominative personal pronoun where both masculine and feminine are intended. This decision was made known in a box at the top of the center column inside the front cover of your issue of November. In the same box, you also disclose that the possessive and objective cases remain for later resolution.

In achieving neutrality between masculine and feminine, you have ignored that gender which includes more than 99% of nouns in the English language, the neuter, an omission potentially fraught with disturbing consequences. Our computers, for example, neuter to a man—whoops! I meant, "to a machine"—will know how to make their displeasure felt. We have already seen what they are capable of doing to the Department's telegraphic communication.

On the assumption that you are prepared to reexamine your position on the nominative, I make the following proposal, embracing all three cases in the singular (which alone is in question), and including the hitherto slighted neuter gender along with masculine and feminine.

Objective: hi/r/t. Each gender contributes at least one letter uniquely its. The word has the added advantage of carrying, in German, the meaning, "herd," not the collective noun, but the noun of agency, as in "shepherd," "cowherd," "goatherd," "neatherd." It thus conjures up a pleasant image of letters being moved like sheep around the alphabet.

Possessive: w/r/i/t/h/e/s. This anagram includes all the letters of all

—(Continued on Page 67)

HOME AT LAST

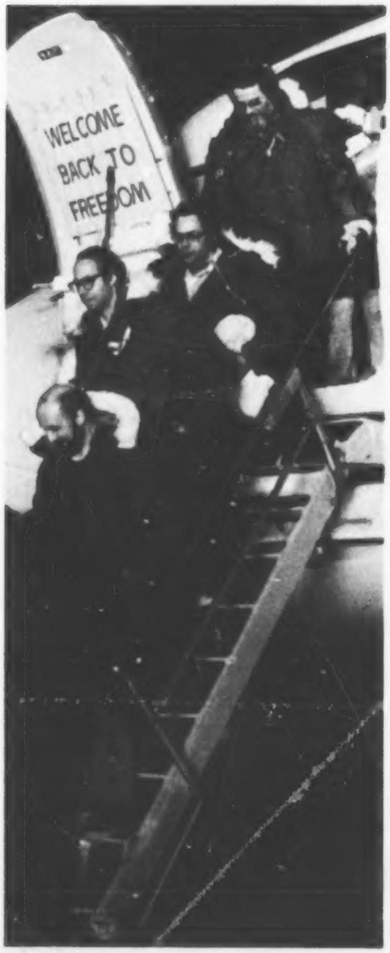
AN ORDEAL for the nation, for the Foreign Service and for 52 brutalized but undaunted Americans ended at last on January 20—almost at the very hour that U.S. leadership was changing hands peacefully, as always. The drama here in Washington had its counterpoint in Tehran. Violence there continued unabated until the final moment, when U.S. diplomats, Marines and others who had been imprisoned for 444 days walked through a gauntlet of abuse—shoved by their captors, taunted yet again by a mob—to a plane that carried them out of Iran. Meanwhile, in Washington, throngs of Americans had flocked to the U.S. Capitol grounds to watch President-elect Reagan take over from President Carter. These two adversaries shook hands on the inaugural platform, their countrymen applauding, ready to let go and rejoice. There was tension in the air, but not over the transfer of power that was taking place here. Rather, 226,504,825 Americans—united as never before in recent years—were anxiously awaiting word that the hostages in Iran were free.

But the ceremony was over before this was certain. President Reagan had already taken the oath of office. He was at lunch with congressional leaders when, finally, he was able to raise his glass and make this announcement to them: ". . . Thanks to Almighty God . . . the plane bearing our prisoners [has] left Iranian airspace and they're now free of Iran."

The President had begun his address by sounding a theme of political stability and continuity in the United States. This was emphasized by an invitation from him to Jimmy Carter to go to Germany as the President's personal representative, to welcome the returning hostages. Ranking leaders of the Department of State, many of whom had been or were to be displaced on account of the 1980 election, also went. And former Deputy Secretary Warren Christopher had continued to negotiate in Algeria—the nation that acted competently as a go-between—almost as if, for him, there had been no election.

The ordeal of the hostages was not in vain. They were to leave their mark not only on history but, perhaps as well, on how the Foreign Service is regarded. Alexander Haig, the new Secretary of State, had the hostages in mind when he arrived in the Department building on January 22 to start work. His appoint-

ment had been confirmed overwhelmingly by the Senate on the day before. Employees of the Department crowded into the Diplomatic Lobby to welcome him. Mr. Haig told them he was looking forward to the return to Washington of "our prisoners from Iran." Then he spoke with high praise for the Foreign Service, asserting that it was at the "core of effectiveness of America's foreign policy." The Service, he continued, is on the "cutting edge and on the ramparts of defense of American values and American interests." In the past, he said, success in foreign policy had been attributed to "amateurs," and failure to "professionals." This is "wrong and unjust" to the professionals, he declared. He drew loud applause when he told the employees that "we are very, very honored to be part of this organization. My wife Pat and I look forward in the months ahead to working together with you."



Top to bottom: ***John E. Graves, Malcolm Kalp, William J. Daugherty, Jerry J. Miele. (Photo by Donna Gigliotti)***

At the Capitol on January 20, thousands wait for President Reagan's inauguration and for news of the hostages who were still in Iran.

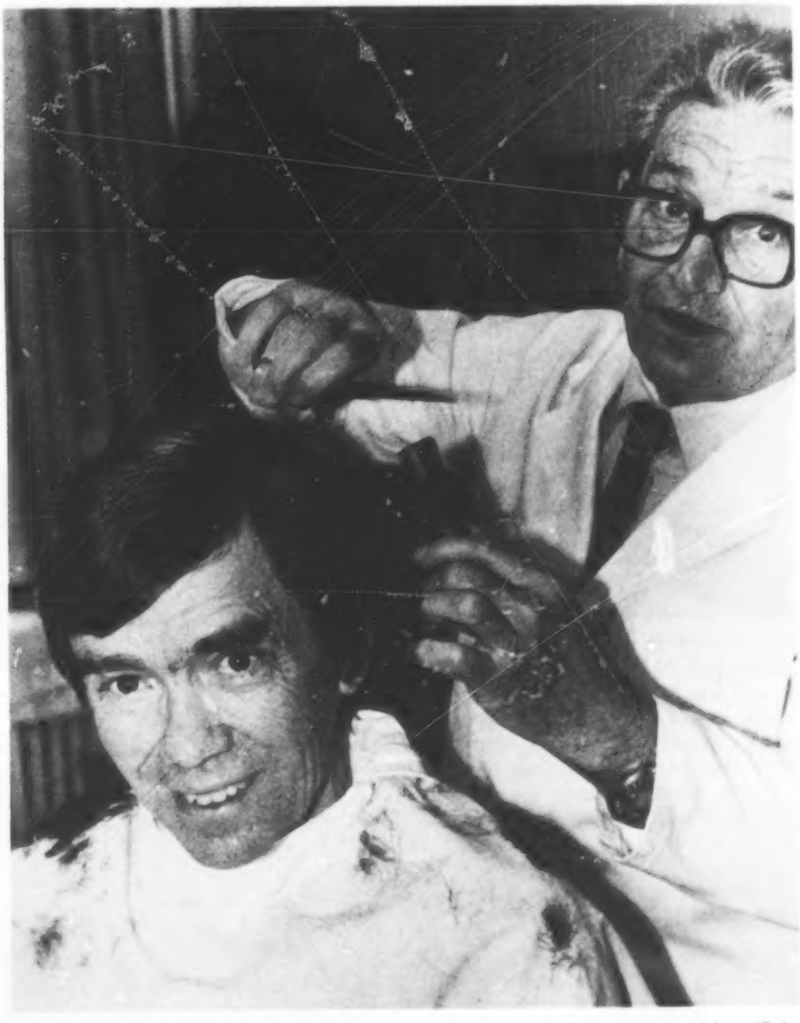
Greeting Mr. Haig were Acting Secretary David D. Newsom; Kenneth Bleakley, president of the American Foreign Service Association; and Kathryn Keough, wife of William Keough, one of the hostages, and head of the Family Liaison Action Group, the organization of the hostage families.

In an action inspired by the events in Iran, proposed regulations implementing the Hostage Relief Act of 1980 were published by the Department in the Federal Register of January 21 (Page 6358). Before the regulations are finalized, interested persons are being given an opportunity to comment. Such comments must be received within 60 days from the date of publication. They

Donald J. Cooke, coming home. ***(Photo by Donna Gigliotti)***

"The orderly transfer of authority as called for in the Constitution takes place as it has for almost two centuries, and few of us stop to think how unique we really are," President Reagan said in the inaugural address. From left: *Mrs. Reagan, Mr. Reagan,* former *President Carter,* Senator *Mark O. Hatfield,* chairman, Joint Inaugural Committee.

Warren Christopher



Bruce Laingen* and his barber. *(Photo by Donna Gigliotti)

are to be directed to the Department's assistant secretary for administration, Washington, D.C. 20520.

Among benefits authorized by the act are many relating to medical care, education and training and tax relief. The benefits will be available to former hostages, such as those in Iran, and some will be available to members of their families. In the proposed regulations, "family member" is defined as "(a) a spouse, (b) an unmarried dependent child including a step-child or adopted child, (c) a person designated in official records or determined by the agency head or designee thereof to be a dependent, or (d) other persons such as parents, parents-in-law, persons who stand in the place of a spouse or parents, or other members of a household when fully justified by the circumstances of the hostage situation, as determined by the Secretary of State."

The proposed regulations spell out limits to the benefits and provide details on how the hostage act (Public Law 96-449) is to be integrated with other sections of the U.S. Code.

—S.W. ☐

'Wasted days and wasted nights', hostages say

But they arrive in West Germany in high spirits

BY DONNA GIGLIOTTI

The author, a writer/photographer for STATE magazine, crossed the ocean with Department officials who flew out to meet and help the hostages.

Ms. Gigliotti

WIESBADEN, West Germany, January 21—"Hey, I want you to know: 'Wasted days and wasted nights'; that's our song," said a long-haired William E. Belk, Foreign Service communications officer and former hostage in Tehran, as he sat on one of the two buses that took him and 51 other freed Americans from Rhein-Main Air Force Base to the military hospital here.

Rick Kupke, a colleague of Mr. Belk, looked up from his newspaper—long enough to say with a weary look and tired smile: "Yeah, that's our song: 'Wasted days and wasted nights.' "

It was approximately 7 a.m. local time. The 52 Americans had left Tehran—hooted at and menaced to the last—only 13 hours earlier. This was after more than 14 months in captivity. Their first stop had been Algiers, where they were greeted by former Deputy Secretary Warren Christopher—the point man in the effort to free them.

Most of the former hostages were engrossed in the newspapers that awaited them on the bus. Security officer Al Golacinski, for one, looked contented as he sat cross-legged, chewing on a cigar. There were cheers when an Air Force official brought the returnees up to date on sports news, such as the bowl game scores and the identity of the Super Bowl contenders. Most of the 52 wore U.S. Air Force parkas that were given to them when they boarded the plane in Algiers.

Former Secretary Vance, former Under Secretary Ben Read, director general Harry G. Barnes Jr., and Ambassador to Germany Walter J. Stoessel Jr. were among those who greeted the former hostages with handshakes when they arrived at the base, near Frankfurt.

The photos in this section were taken by *Donna Gigliotti.*

Alan B. Golacinski, **with cigar, and** *Charles Jones Jr.*, **right.**

Donald R. Hohman

People lined the streets, waving and cheering, as the buses traversed the 20 miles to the hospital. When the Americans arrived, they were greeted by an applauding crowd of hundreds, which included hospital patients, staff members and visitors—some who leaned over balconies waving yellow ribbons. Waiting inside, were the 55 members of an American "rescue team" that had arrived from Washington about four hours earlier.

"On the plane from Algiers," said Dr. Esther Roberts, a State Department psychiatrist who had met the returnees there, "one of the hostages, Sgt. Jim Lopez, asked how many flight crew members were on the plane. We said 11. So he asked for 11 extra copies of the Stars and Stripes newspaper they were reading on the plane. Then he passed the papers around for all the hostages to sign. And they presented the autographed newspapers to the 11, saying: 'This is all we have to give you right now, in ap-

Duane L. Gillette

preciation.' In return, the flight staff gave them T-shirts with the Air Force insignia of the C-9 Nightingale planes that were bringing them to freedom."

"Please have a seat," Duane Gillette said to me during the bus ride. He had been in the defense attaché's office in Tehran. He seemed to want to talk and talk about his experiences during the past 14 months. So did his colleague, Col. Leland Holland, who said: "You're a real-live girl. I haven't seen one for a while." "You'll hear 52 different stories," said Mr. Gillette, "and they'll all be true."

Bruce W. German

Jerry J. Miele

Later in the day, former chargé d'affaires Bruce Laingen sat in a barber's chair at the hospital, getting his first haircut in several months. When I mentioned his wife's name, he tilted towards me and said: "You know Penne?" His face was alight with emotion. I asked him how he felt about the receptions he had received in Algiers, Rhein-Main and here. He said: "Incredible. Just unbeliev-

Director general *Harry G. Barnes Jr.* and *Kathryn L. Koob.*

Leland J. Holland

Malcolm Kalp, left, William J. Daugherty.

Kevin J. Hermening, left, and William A. Gallegos.

Joseph M. Hall

Phillip R. Ward

able. Did you see what's upstairs? There are flowers everywhere—telegrams coming in from total strangers." He was impressed with the corridors of the hospital. They were lined with scores of children's drawings scrawled with "Welcome home!"

"But the flight from Tehran to Algiers," Mr. Laingen said, "was the most emotional experience." His eyes were starting to glass over. "So much talking . . . everyone was all over the aisles. I felt that the plane could have tilted. We couldn't stop talking and talking to each other. Many of us hadn't seen each other since the takeover of the embassy."

Blynn Garland, a member of the medical team here from the U.S. National Institute of Mental Health, said of her conversations with the returnees: "We talked, for instance, about John Lennon's death. Some asked questions like 'What are the latest dances?' I showed them a picture of the crowds at the Beach Boys concert last year, and we talked about that."

This first day of freedom ended with a visit from former President Carter, former Vice President Mondale, and former Secretaries Muskie and Vance, who arrived at the hospital at approximately 9:30 p.m. They met with the hostages for over an hour. Dr. Jerome Korcak, State's medical chief, said Mr. Carter told the hostages that their fellow Americans regard them as heroes.

This brought to my mind a comment made by one of the returnees, assistant air attaché David Roeder, to an employee on the bus. He said: "The American people and the families involved are the real heroes in this situation." ☐

AMERICA'S 52: 444 DAYS IN CAPTIVITY

WITH the safety of the 52 hostages assured—they were airborne, heading out of Tehran to Algiers—the Department finally issued, on January 20, an official list identifying them. (All earlier lists had been pieced together by news organizations from unofficial sources.) These photographs were compiled in the Department by STATE magazine, which gave assurance they would not be published until the hostages were free. In addition to those shown here, 13 Americans were released in Tehran in November 1979, six others escaped the following January with the assistance of the Canadian embassy there, and one—Richard Queen—was freed last July. □

Thomas L. Ahern
State Department
Fond du Lac, Wis.
Political section

Clair Barnes
State Department
Falls Church, Va.
Communications section

William E. Belk
State Department
Camp Washington, Wash.
Communications section

Robert Blucker
State Department
N. Little Rock, Ark.
Commercial section

Donald J. Cooke
State Department
Cleveland, O.
Consular section

William J. Daugherty
State Department
Ossining, N.Y.
Political section

Robert A. Engelmann
Navy
Hurst, Tex.
Defense Liaison Office

William A. Gallegos
Pueblo, Colo.
Marine security guard

Bruce W. German
State Department
Wilkes-Barre, Pa.
Budget and management section

Duane L. Gillette
Navy
Columbia, Pa.
Defense attache office

Alan B. Golacinski
State Department
Silver Spring, Md.
Security section

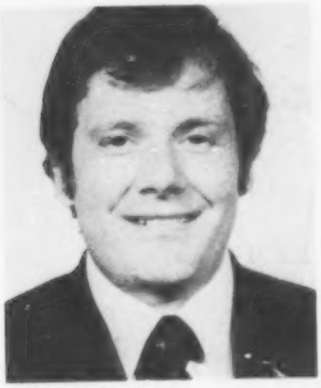
John E. Graves
International Communication Agency
Reston, Va.
Public affairs officer

Joseph M. Hall
Army
Bend, Ore.
Defense attache office

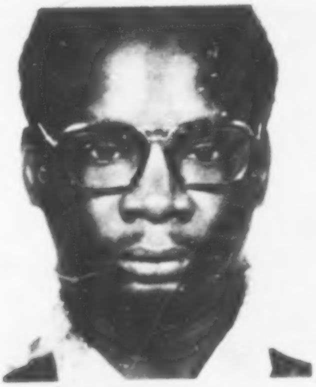
Kevin J. Hermening
Oak Creek, Wis.
Marine security guard

Donald R. Hohman
Army
W. Sacramento, Calif.
Medical corpsman

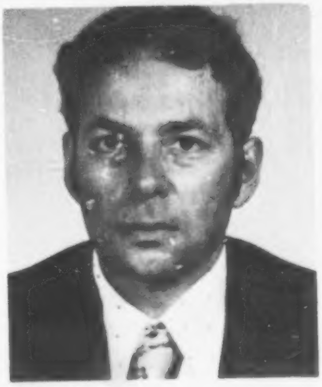
Leland J. Holland
Army
Scales Mound, Ill.
Defense attache office



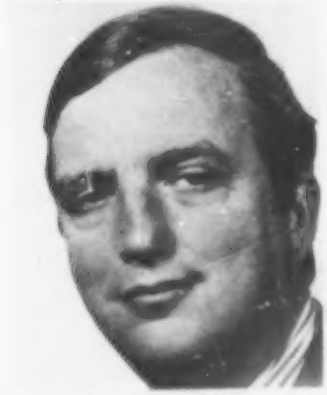
Michael H. Howland
State Department
Tioga, Pa.
Security officer



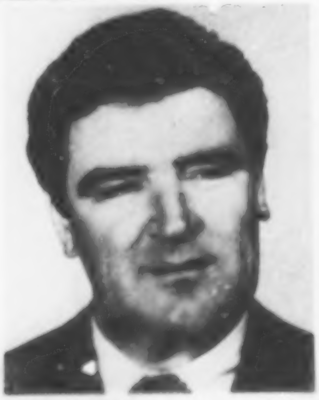
Charles Jones Jr.
State Department
Detroit
Communications section



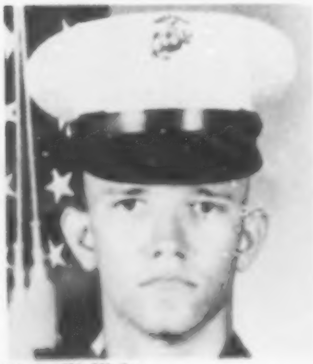
Malcolm Kalp
State Department
(No hometown listed)
Economic/commercial section



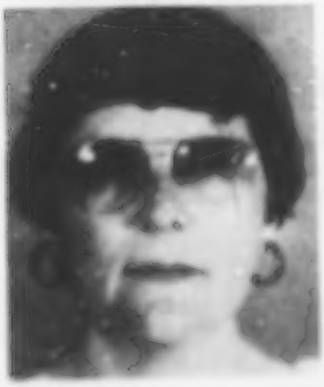
Moorhead Kennedy
State Department
Washington, D.C.
Economic section



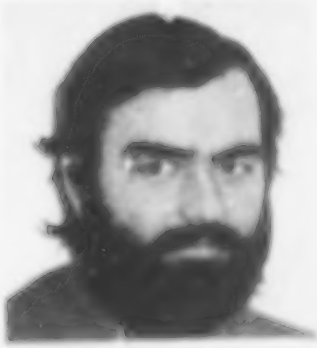
William Keough
American School in Tehran
Waltham, Mass.



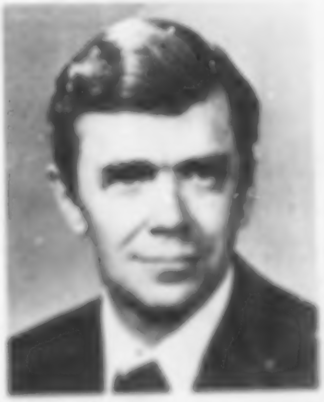
Steven W. Kirtley
Little Rock, Ark.
Marine security guard



Kathryn L. Koob
International Communication Agency
Jesup, Ia.



Frederick Kupke
State Department
Francesville, Ind.
Communications section



L. Bruce Laingen
State Department
Odin, Minn.
Chargé d'affaires

Steven M. Lauterbach
State Department
Dayton, O.
General services officer

Gary E. Lee
State Department
Falls Church, Va.
General services officer

Paul E. Lewis
(No hometown listed)
Marine security guard

John W. Limbert
State Department
Washington, D.C.
Political section

James M. Lopez
Globe, Ariz.
Marine security guard

John D. McKeel
Balch Springs, Tex.
Marine security guard

Michael J. Metrinko
State Department
Olyphant, Pa.
Political section

Jerry J. Miele
State Department
Mt. Pleasant, Pa.
Communications section

Michael E. Moeller
Marines
Loup City, Neb.
Noncommissioned officer-in-charge

Bert C. Moore
State Department
(No hometown listed)
Administrative section

Richard H. Morefield
State Department
San Diego
Consular section

Paul M. Needham
Air Force
Bellevue, Neb.
Logistics plans and programs

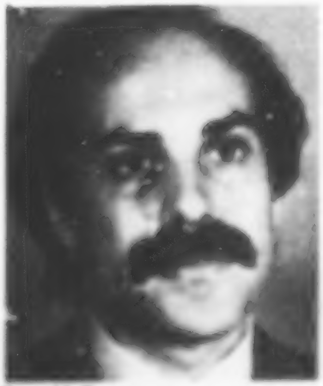
Robert Ode
State Department
Sun City West, Ariz.
Consular section

Gregory A. Persinger
Seaford, Del.
Marine security guard

Jerry Plotkin
Businessman
New York

Regis Ragan
Army
Johnstown, Pa.
Representative, military aid

David M. Roeder
Air Force
Milwaukee, Wis.
Assistant air attache


Barry M. Rosen
International Communication Agency
(No hometown listed)

William B. Royer Jr.
International Communication Agency
(No hometown listed)

Thomas E. Schaefer
Air Force
Rochester, N.Y.
Defense and air attache

Charles W. Scott
Army
Philadelphia
Chief, military liaison office

Don A. Sharer
Navy
Plainfield, Ind.
Chief, air force section

Rodney V. Sickman
Washington, Mo.
Marine security guard

Joseph Subic
Army
Redford, Mich.
Defense attache office

Elizabeth A. Swift
State Department
Washington, D.C.
Political section

Victor L. Tomseth
State Department
Springfield, Ore.
Political section

Phillip R. Ward
State Department
Culpeper, Va.
Communications section ■

News Highlights

State's new budget includes 255 additional positions

It's Carter's Proposal; Reagan could change it

THE OUTGOING Carter administration on January 15 requested a net increase of 255 additional positions for the State Department for fiscal year 1982, which begins October 1. The total dollar request in the proposed budget is $2,102,600,000—up $507,707,000 over the current budget. The proposal calls for a total of 16,627 positions in the Department and overseas.

The Reagan administration—including officials in the Department and the Office of Management and Budget—is expected to review the Carter proposals, revise the figures upward or downward, and then put its own stamp on them. The new administration is expected to send its own budget proposal to Congress in a separate document, but no timetable had been set as STATE went to press.

The Carter budget seeks 119 new positions for student training at the Foreign Service Institute, and for staff support of the training program through the Bureau of Personnel. The additional positions were requested to enable State to implement some of the provisions of the Foreign Service Act of 1980 and the Civil Service Reform Act, which call for more opportunities for career training and professional development of employees.

To cope with the ever-increasing workload relating to consular affairs and the issuance of passports, the Carter budget seeks 110 additional positions for the Bureau of Consular Affairs and Foreign Service posts abroad. Also, 66 new slots are earmarked for strengthening the Department's political and economic reporting and analysis efforts. And the Bureau of Intelligence and Research would get 19 additional slots for intelligence support functions.

However, some 59 positions in the Department and overseas would be eliminated under the proposed budget. They include 22 in Consular Affairs' travel document issuance system; 16 in the special personnel complement, which includes employees in so-called nonreimbursable details, such as Foreign Service fellows assigned to universities for training, some diplomats-in-residence, and employees assigned to the secretarial pool; 11 in the State-Defense exchange program; and 10 positions with the International Boundary and Water Commission.

The budget provides an additional $400,000 for representatinal allowances, to offset higher prices overseas, and $200,000 more for the automated visa look-out system.

The regular program of the Office of Foreign Buildings would get an increase of $138,500,000. More than $125,700,000 of this sum would go for construction projects, including staff housing in Riyadh ($77,100,000) and Moscow ($19,500,000) —both areas with high inflation. Also included in the $125,700,000 are additional funds for combating terrorism, for fire and life protection programs, and for so-called "preventive maintenance" of embassies and residences abroad.

Another program under Foreign Buildings—the special foreign currency program—would get an additional $37,300,000 in fiscal year 1982. The money would go primarily for construction of a new office building and chancery in Cairo ($30,000,000) and staff housing in New Delhi ($5,700,000). ☐

National Patriotism Week starts February 16

The week beginning February 16 has been designated National Patriotism Week by a joint resolution of Congress adopted last October 10. A presidential proclamation implementing the resolution asks each federal agency to recognize the week "by taking such action as it may deem appropriate." The proclamation says:

"We are a nation with many blessings. We have liberties enjoyed by no other nation on earth. We have a government admired by many. We have fought hard to preserve our independence and the independence of others, and to gain equal rights and responsibilities for all our citizens. We have much to be thankful for and much to be proud of.

"Together we have built a great nation, a nation founded on freedom, a nation forged by patriots. We have made America strong with our strength. We have made America a nation at peace with our love of peace.

"We live in a nation we all care about deeply. It is important that we continue to care, that we continue to respect ourselves and each other, and that we honor our past and present by reaffirming our commitment to the greatness that is ours." ☐

State launches new promotion program for GS-14s and 15s

High-ranking Civil Service officers at State have been invited to participate in a new Executive Development Program, launched by the Department as mandated by the Civil Service Reform Act of 1978. The invitations went in January to all persons serving at the GS-14-15 level. Their reward, if they manage to be selected for and then successfully complete the program, will be certification that they are eligible, without further competition, for promotion and appointment to the new Senior Executive Service (SES).

The first opportunities are being offered in the administrative and legal fields. Officials expect seven candidates to be selected, the number depending on anticipated SES vacancies. For each projected vacancy, no more than two candidates will be chosen. Subsequent announcements will be made in the international affairs and other occupational fields.

Those chosen will divide their time, over the ensuing two years, between work on their regular jobs and formal executive training sessions, development work assignments and special details—all providing them an opportunity to develop a broader range of managerial skills, knowledge and abilities.

Each participant will have, for the 24-month period, a mentor, or senior adviser, who will be an SES member or equivalent. Mentors will be designated only with the consent of the mentor, the participant and the latter's bureau management office. These choices will be subject to approval by State's Executive Resources Board, headed by the Department's director general and director of personnel and consisting of the assistant secretary for administration, the directors of the Bureaus of Intelligence and Research and Politico-Military Affairs and State's legal adviser.

Each participant will prepare an "Individual Development Plan" with the help of his or her mentor and supervisor. This plan, in addition to the formal training, potentially could include assignments or details to other bureaus, federal agencies or organizations outside the U.S. Government.

"All eligible candidates will be considered without regard to race, color, sex, age, religion, national origin, political affiliation, marital status, or handicap," says a program brochure. Those applying in the legal field will be required to "have been admitted to the bar and have expertise as a practicing attorney." The applicants will have to fill out, and have filled out for them, the Standard Form 171 employment application, plus several new forms that seek detailed information on work accomplishments and activities, performance evaluation and candidate

---

Haig has praise for career people

Here is an excerpt from the statement Secretary Haig read at his confirmation hearing before the Senate Foreign Relations Committee, on January 9:

"Our urgent task is to reestablish an effective foreign policy consensus. To do so, I believe three conditions must be met:

"• First, the constitutional and traditional responsibility of the President for the conduct of foreign affairs must be reaffirmed. The U.S. Government must speak to other nations with a single voice. To say that is in no sense to argue for curtailing discussion or debate. On the contrary, I believe both are essential. But the authoritative voice must be the President's.

"The President needs a single individual to serve as the general manager of American diplomacy. President-elect Reagan believes that the Secretary of State should play this role. As Secretary of State, I would function as a member of the President's team, but one with clear responsibility for formulating and conducting foreign policy, and for explaining it to the Congress, the public and the world at large. The assistant to the President for national security would fill a staff role for the President.

"• Second, an effective partnership must be restored with the Congress. By partnership, I do not mean occasional retrospective reporting. I mean active consultation, exchange of ideas and proposals in a timely manner, in an atmosphere of mutual respect, trust and confidence, recognizing the special role of the Senate. The Congress can hardly be expected to allow the President the discretion he requires unless it is comfortable with the purposes toward which, and limits within which, that discretion will be exercised. The constitution demands it, and good sense urges it. In turn, Congress must do its part . . .

"• Finally, the most consistent articulation of policy is wasted if the professionals who must execute it are divorced from its formulation, and if their experience and skill are usurped in the name of confidentiality, haste or political sensitivity. The career personnel of the State Department and the Foreign Service are an unmatched intellectual resource, and they will be around long after the President and the Secretary of State are gone. If the United States is to act consistently and reliably in the world arena, it must use its career professionals. Their effective participation in policymaking is imperative." ☐

potential, among other things.

Candidates for selection will be ranked according to 10 specific factors in each of the two fields, as set forth in the brochure. In addition, they will be rated under a plan that grants 30 points for experience, 30 for potential, 20 for their supervisory records, 15 for education and training and 5 for awards—for a total of 100 points. Moreover, the brochure asserts, there will be "due consideration to each candidate's participation in EEO [equal employment opportunity] activities."

The rankings will be made by Department personnel sitting on ad hoc review panels. Recommendations of these panels are to be sent to the Executive Resources Board and the selecting officials in the bureaus concerned. Final selections will be made by the latter, taking into account "such factors as the organizational needs of the bureaus, anticipated SES requirements, affirmative action, and the recommendations of the ad hoc panels."

The selections then will be subject to endorsement by the director general and the Executive Resources Board. Completion of the program would make participants eligible for promotion and appointment to the SES, but would not guarantee it, according to the brochure.

Employees who hold Foreign Service Reserve Unlimited (FSRU) appointments and who become converted to the Civil Service will be eligible for the new program following the conversion.

In another action, the Department has requested authorization from the Office of Personnel Management (formerly the Civil Service Commission) for 121 SES positions—an increase of 14 over the present allocation of 107. The Department also asked for 78 "supergrade" positions (GS-16-17-18), which would be filled by selected senior-level Foreign Service personnel who will be entering the Civil Service in accord with the Foreign Service Act of 1980. ☐

Percy heads Senate panel

Charles H. Percy (R.-Ill.) is the new chairman of the Senate Foreign Relations Committee in the 97th Congress. Clement J. Zablocki (D.-Wisc.) continues as chairman of the House Foreign Affairs Committee. The appropriations subcommittees for State, Justice, Commerce and Judiciary will be chaired in the Senate by Lowell P. Weicker Jr. (R.-Conn.) and, in the House, by Neal Smith (D.-Io.). ☐

Schwebel of State is judge of World Court

Stephen M. Schwebel, deputy legal adviser of the Department, has been elected a judge of the International Court of Justice by the UN General Assembly and Security Council. He succeeds the late Judge Richard R. Baxter of the United States, who died last September. Mr. Schwebel, at 51, is the youngest U.S. national ever elected to the World Court.

Mr. Schwebel

Mr. Schwebel has been U.S. counsel in three cases before the court. He played a leading role in the U.S. decision to take the Iranian hostages case to the court, and participated in the oral argument of it. In October, he presented the U.S. argument to the court in response to efforts by anti-Camp David Arab states to require the World Health Organization to remove its regional office from Alexandria, Egypt. The court sustained the U.S.-Egyptian position by a vote of 12-1.

As deputy legal adviser since 1974, Mr. Schwebel has also served as the Department's counselor on international law, 1973-74, and as assistant legal adviser for UN affairs, 1961-66.

He was executive director of the American Society of International Law, 1967-73. Since 1967, he has been professor of international law at the School of Advanced International Studies of Johns Hopkins University, serving as Edward B. Burling professor of international law and organization since 1973. Mr. Schwebel was assistant professor of law at Harvard Law School, 1959-61, and has been a visiting faculty member at Cambridge University, the Australian National University and the Hague Academy of International Law. He is the author of two books and some 60 articles in the field of internatioinal law.

Mr. Schwebel was nominated for election to the court by nominating groups of 13 countries, including the United States, Sweden, Greece, Netherlands, Norway, Belgium, Cyprus, United Kingdom, France, Federal Republic of Germany, Canada, Italy and India. He succeeds a line of distinguished American judges on the court: John Bassett Moore, Charles Evans Hughes, Manley O. Hudson, Green H. Hackworth, Philip C. Jessup, Hardy Dillard and Mr. Baxter.

The court, which sits in The Hague, is composed of 15 judges. Its jurisdiction is essentially limited to cases which states agree to submit to it, either before or after an international legal dispute has arisen, and to rendering advisory opinions to the United Nations and its specialized agencies. ☐

Regulations are proposed on ex-spouse's benefits

Regulations based on the proposed benefits for spouses, as well as former spouses, of participants in the Foreign Service retirement and disability system—as provided under the Foreign

Service Act of 1980—are outlined in the January 15 issue of the Federal Register, starting on Page 3547.

Chapter 8 of Title I of the new act provides for a pro rata division of retirement and survivor benefits between a participant in the system and the former spouse. The act also provides for modification by a court of any pro rata division. It mandates a joint election by the participant and spouse, or former spouse, of any waiver of survivor benefits.

Those who wish to comment on the regulations may write to Gertrude Wieckoski, chief, Retirement Division, Bureau of Personnel, Room 1251, Department of State, Washington, D.C. 20520.

Deadline for comments is February 17. ☐

Nazi-hunter speaks at Open Forum

Allan Ryan, who headed a special investigation at the Department of Justice, discussed the hunting down of Nazis, at a noontime meeting of the Secretary's Open Forum on January 21. Other speakers during the month included Ambassador Robert Neumann, director of President-elect Reagan's transition team in the Department, who discussed the transition in retrospect; and Jan Nowak, former director of Radio Free Europe's Polish Broadcasting Service, whose topic was "The United States and Poland: What's at Stake."

As part of the year-long observance of the Department's bicentennial, the forum also scheduled a series of talks by foreign policy figures. Cornelius Van Engert, 93, one of the oldest living Foreign Service officers, spoke on January 9, reviewing his 34-year career—from a junior officer in Constantinople in 1912 to U.S. minister in Afghanistan, 1942-45. Ambassador W. Averell Harriman discussed "Looking Ahead to the 1980's," on January 13.

The Open Forum journal, which is classified, recently published a special issue on international development and economic assistance. It includes articles on Africa, the Middle East and Latin America. Copies of the magazine have been distributed in Washington and to all AID missions overseas. ☐

U.S., UK agree on employment

Great Britain and the United States recently formalized a reciprocal work agreement which allows dependents of government employees in both countries to work in the local economy. ■

BUEA, Cameroon—Ambassador *Hume Horan* climbs 13,500 feet to summit of Mt. Cameroon—the highest peak in West Africa.

Jeane Kirkpatrick is new U.S. envoy to UN

Jeane Kirkpatrick, a Georgetown professor and resident scholar at the American Enterprise Institute for Public Policy Research, is the new U.S. ambassador to the United Nations. She won Senate confirmation shortly after the inaugural of President Reagan, who named her to his cabinet. She succeeds Donald F. McHenry.

Mrs. Kirkpatrick

Mrs. Kirkpatrick has a broad array of activities. She is co-vicechairman, Coalition for a Democratic Majority, and co-chairman of the task force on the presidential election process, Twentieth Century Fund. She has served as a member of the executive council, International Political Science Association, 1976-78; and as a member of the international research council, Center for Strategic and International Studies, Georgetown; as a member of the Democratic National Convention's commission on party structure and presidential nomination, 1975-78; and on the board of trustees, Robert A. Taft Institute of Government. She has also made several lecture tours for ICA in Africa, East Asia, India and Latin America.

Mrs. Kirkpatrick is the author of several books, and of many articles in newspapers and magazines. Her books include "The New Presidential Elite," "Political Woman," "Leader and Vanguard in Mass Society: A Study of Peronist Argentina," and "Dismantling the Parties: Reflections on Party Reform and Party Decomposition." She also has written book reviews for professional journals.

Born in Duncan, Okla., on November 19, 1926, Mrs. Kirkpatrick received an associate-in-arts degree from Stephens College, 1946; a bachelor's from Barnard, 1948; a master's in political science from Columbia, 1950; and a doctorate, also in political science, from Columbia, 1968. She also received a certificate from McGill's French Summer School in 1947, and was a French government fellow at the University of Paris' Institute of Political Science, 1952-53. She holds an honorary doctorate from Mount Vernon College, and the Distinguished Alumnae Award from Stephens. In addition, Mrs. Kirkpatrick has won scholastic honors and grants from several foundations—including the Twentieth Century Fund, Russell Sage Foundation, National Endowment for the Humanities and the Andreas Foundation.

Mrs. Kirkpatrick's husband, Dr. Evron Kirkpatrick, has served for many years as executive director of the American Political Science Association. They have three sons. ■

Mansfield: Reagan's first

President-elect Reagan, in his first ambassadorial designation, asked Michael J. Mansfield to continue to serve as the U.S. envoy to Japan. Mr. Mansfield had been named to the Tokyo post in May 1977, in one of President Carter's first appointive actions. The ambassador was a U.S. senator from Montana, 1952-76, and Senate Democratic floor leader, 1961-76. Regarded as an expert on Asia, he was a professor of history and political science at the University of Montana before coming to Washington.

BOGOTA, Colombia—Morning coats and all, the country team prepares to escort Ambassador *Thomas D. Boyatt* as he presents his credentials to President *Julio César Turbay Ayala*. Front row: deputy chief of mission *T. Frank Crigler*, Mr. Boyatt, economic counselor *Reynold A. Riemer*, administrative counselor *David R. Beall*. Back row: consul general *John D. Caffman*, public affairs counselor *Carl D. Howard*, political counselor *Adolph Harold Eisner*, defense attaché *Harry L. Dull*.

The Transition

THE DEPARTMENT was the scene of President-elect Reagan's first meeting with members of his cabinet-to-be, on January 8. Secretary Muskie and Secretary-designate Haig greeted the chief executive as he entered the Diplomatic Lobby, then escorted him to a conference room on the first floor. After the meeting, Mr. Reagan held a news conference for media representatives, who jammed the lobby. ☐

Secretary-designate *Alexander M. Haig* heads toward C Street entrance to greet *President-elect Reagan.* *(Photo by Donna Gigliotti)*

President-elect Reagan answers questions for reporters in C Street lobby. (Photos by Donna Gigliotti)

Vice President-elect *George Bush*, center, enters C Street lobby. *(Photo by Walter Booze, Visual Services)*

Senate majority leader *Howard H. Baker Jr.* (R.-Tenn.), center, enters the Department with his assistant *Jim Cannon*, right, and *Max Friedersdorf*, incoming assistant to the President for congressional liaison. *(Photo by Walter Booze, Visual Services)* ■

Grateful refugee gives apartment in Paris to U.S.

'He loved America,' his daughter recalls

A MAN who said he loved America for saving him and his family from the Nazis has shown his gratitude through a gift to Uncle Sam—a fashionable, 14-room apartment in Paris. The lodgings are now being readied for occupancy by the U.S. Ambassador to UNESCO, as an official residence. A ceremony was held there at year's end at which Arthur A. Hartman, envoy to France, thanked the family of the late Meir-Leib (Max) Delfiner, the donor, and accepted the keys on behalf of the U.S. Government. Mr. Delfiner had died in Paris on October 6, at the age of 93.

"My father loved America for enabling him to save his family from death, and for allowing him to construct a brand-new career at 52 years of age," said his daughter, Mrs. Charlotte Sperber, who lives in Hollywood, Fla. "He believed that God led him here. He believed that there was no other nation in the world which had a government which recognized charity as did the United States. He said it was the way of life here, too; it was indeed 'God's country.' "

The apartment is located in the 16th district of Paris, in Passy, occupying the entire third floor of a five-story building, facing the Bois de Boulogne. It includes a foyer, entrance hall, salon, dining room, three bedrooms, a den, three-and-a-half baths, a pantry, kitchen, two servants' bedrooms with bath, and a laundry room. There is also garage space.

Mr. Delfiner, a member of the Jewish faith, came to New York in 1939 and bought a small company which manufactured packings for industrial use. Retiring in 1957, he moved to Paris with his wife, Eva. It was Eva Delfiner who designed the apartment and also helped furnish it. Many of the furnishings were made to order. Mrs. Sperber, their daughter, has donated the furnishings as a separate gift to the United States. So with the exception of a few personal objects, the apartment has been given intact—furniture, objets

The Delfiner apartment is on the third floor of this building.

At signing ceremony in 1976. From left: William Spitzer, representing State's Office of Foreign Buildings; Max Delfiner; Galen Stone, deputy chief of mission, Paris.

From left: Mrs. Barbara Deffner, daughter-in-law; Mrs. Donna Hartman, wife of U.S. ambassador to France; Mrs. Charlotte Sperber, daughter; [illegible] Sperber, son-in-law; Dr. [illegible] Henry Deffner, son.

d'art, crystal, silver, dishes, linens and kitchen utensils.

"The seed for the idea of my father's gift came with the death of Eva," Mrs. Sperber told STATE magazine. "A foreign government had approached Max through an agent, offering him a considerable amount of money for the home in Paris. This led him to the thought that, if another country wanted to pay so much for it, perhaps the United States would be interested in owning the property. America was home to his children, his grandchildren, and his great-grandchildren. If he willed the apartment to the United States, his love and his feeling of gratitude would be obvious to all. He believed that gratitude was one of the most rewarding of emotions, the same as love."

Mr. Deffner was born in Sereth, Romania, in 1887. During the 1930s he was a businessman in Vienna. In March 1938, while he and his wife were vacationing in France, Germany annexed Austria. The Nazis confiscated everything Mr. Deffner owned in Vienna. They also planned to hold the Deffner children, Charlotte Sperber and a son, Henry, as hostages, to insure the return of the vacationers to Vienna and to force them to sign over everything to the Nazis 'legally.'"

"But by a stroke of luck, or fate, my brother and I were able to leave Vienna the following day, and we came to the United States to go to school, preceding our parents," Mrs. Sperber said. "Most of the other members of our family in Austria, Czechoslovakia, Poland and Romania were exterminated during the Hitler years—some 65 persons—men, women and children."

In the meantime, unable to return to Vienna, Mr. Deffner opened a small exchange bank in Paris. It flourished. One evening, at a dinner party given by a friend, he met the then U.S. ambassador to France, William C. Bullitt, and his aide, Homer Butler. "During their conversation Max predicted that in a very few months Europe would be engulfed by war," Mrs. Sperber recalled. "Mr. Bullitt disagreed but made him a friendly promise that, should this really come about, he would personally issue the visas for my parents to join us in the United States. It was through this that Max and Eva arrived in New York on September 3, 1939—the day England and France declared war on Germany.

"His possessions in Austria had been confiscated. He had lost his bank in Paris. He faced the enormously difficult task of making a place for himself and his family in the new world. After several months of searching and considering many ideas and trying to learn English, and already suffering from angina pectoris, he decided to use what money he had to buy the packing company. It was an old firm, run down. But through hard work and skillful management, my father rebuilt the company, and it prospered. By 1941, when the United States was attacked at Pearl Harbor, the factory was able to supply the U.S. Army, Navy and Air Force with many essential parts for the war effort."

Mr. Deffner's son, Henry, enlisted in the Army, rising through the ranks to major. He was decorated with the Bronze Star, and later went to Vienna with the intelligence division of General Mark Clark's 5th Army, helping to liberate his native city.

Mr. Deffner continued to suffer from his heart ailment. On January 15, 1974, at an earlier ceremony in his apartment in Paris, he signed the title documents and donated the apartment to the U.S. Government—the actual transfer to become effective after his death. When he died recently, his family survivors gathered at the apartment and formally turned over the residence to Ambassador Hartman. All joined in eulogizing the refugee who loved America. ◆

No benefits for Bruno

He can't even get to Bali; but he barks on and on

BY THOMAS SOLITARIO
WITH J. D. MCHALE

Mr. Solitario is the administrative officer at the U.S. consulate general. Mr. McHale is the deputy public affairs officer.

HONG KONG—It was back in the mid-1960s when a thin, underfed puppy put in an appearance here at 15 Mt. Cameron Road. This had been the address, for years, of senior Foreign Service officers. The puppy is believed not to have known that. Why he did come to this place remains a mystery. He presented a wretched sight—no one could turn him away. The gardener and other Foreign Service national employees fed him and nursed him back to health. Then they trained him to guard the residence. Thus the legend of "Bruno in Hong Kong" was born.

Bruno developed into a large, attractive dog of putative Chow heritage. He became, in fact, a squatter-tenant on his adopted property for the next 12 years. In exchange for his assigned duties as guardian of the U.S. Government property (which meant keeping out uninvited guests, snakes, stray cats, other dogs and would-be intruders—he earned a rent-free, comfortable abode, an adequate food ration and the privilege of living in pleasant surroundings.

Bruno served a number of American diplomatic families at the Mt. Cameron address. But he never became anyone's personal pet. After all, that would have been beneath the dignity of his position. And he continued to provide 24-hour, seven-day-a-week guard duty--in the best tradition of the Foreign Service.

Then, two years ago Bruno's orderly existence was disrupted. The newly-arrived American family on Mt. Cameron discovered that their own dog, who had accompanied them, did not hit it off with Bruno. A painful decision now faced the new human occupants of "Bruno's residence," as the Mt. Cameron house had come to be called. They decided that Bruno would have to go.

It was at this point that a delegation of Foreign Service nationals calling themselves the "Friends of Bruno" solemnly petitioned me. As the newly-arrived administrative officer, I was requested to intervene on Bruno's behalf. In good Foreign Service tradition, we formed a special task force to examine all the options available. A unanimous decision was reached. Bruno would be transferred to another U.S. Government residence—mine.

In his new home on Shouson Hill, Bruno quickly adapted himself and then examined his canine balance sheet of gains and losses. He decided that, on balance, the transfer to his new post offered one distinct gain: a pleasant, rustic setting and a magnificent panoramic view of Hong Kong, as seen from the south side of the island.

It took Bruno only a short time to identify his new territory and area of responsibility, and to win the admiration of his new American patrons. Bruno, we decided, was a diligent, conscientious steward of U.S. Government property.

Bruno, now in his 14th year of service to the U.S. Government, remains faithfully at his post of assignment. He is there through rain, heat and typhoon. True, his reactions have slowed down. His sight and hearing are not as keen as they were a few years ago. Some of his teeth are falling out. But he maintains, nevertheless, his constant state of alertness, in a timeless watch against any and all trespassers and intruders.

In spite of this faithful stewardship, Bruno is not entitled to any of the usual Foreign Service benefits: annual and sick leave, diplomatic immunity, salary, educational allowances, a conference in Bali. His only compensation is an occasional pat or caress from his numerous admirers. For such gestures of kindness, he is quick to respond with a friendly wag of his tail.

Although most of Bruno's friends have departed from here over the years, they still remember him. The consulate general regularly receives mail inquiring about him.

We on the staff of the consulate general here take this opportunity to wish all the Brunos, at the U.S. diplomatic missions everywhere, many happy years with their hosts.

Four poems

*BY EVAN L. DEWIRE**

Regrets only

The sound of rain
Splashing against the sidewalk
Was only the wind
Playing hide and seek
With the seedpods of palm trees.

The tea dressed
Wine glazed
Diplomat's wife
Was only sitting primly on the couch
Watching polite conversation
Lap against her legs

While outside
The wind played hide and seek. □

Consolation

I know, far inland,
The sea still sounds against the shore
While the old Chinese rug,
Still splendid in color,
Will remain forever mute.

It is we who are time bound.
We cannot forever sound,
Seek new depths,
Or age, still splendid
In the colors of our youth.

The sea remains.
Even a rug is made to last.
But we are conscious of the past
And the love we shared
In the then splendid
Colors of our youth. □

Deja vu

In the Paris of the Far East
There were barbed wire villas,
Motor bikes and neon lights.

Twilight did not soften
The faces of peasant women
Dressed in ao dias
And spiked, high heel shoes.

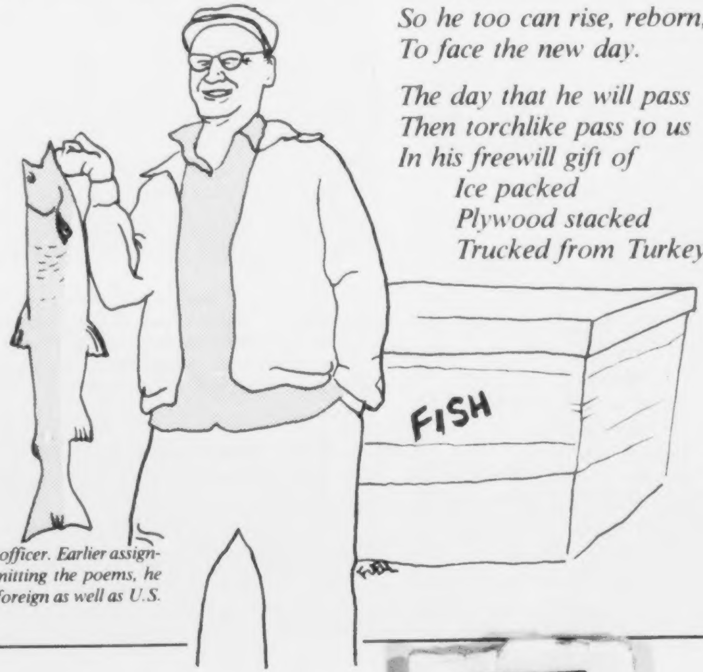
In the Paris of the Near East
Palestinians walk slowly
Along the Coast Road at sunset,
Hand in hand, chasing dreams,
While boys in a yellow life raft
Paddle slowly towards the shore. □

This is just to say. . . .

This morning on the way to Yarze
Gamaeyl the driver said to me
Every morning (while we sleep)
Fish is auctioned in the street.
Ice packed
Plywood stacked
Trucked from Turkey
In two days
Fish.

Perhaps we sleep
So the Turk his vigil can keep.
With waves for cold company
He womblike rocks,
Waiting for the sun to fire his soul
So he too can rise, reborn,
To face the new day.

The day that he will pass
Then torchlike pass to us
In his freewill gift of
Ice packed
Plywood stacked
Trucked from Turkey fish. ■



---

*—*Mr. Dewire is in Beirut as assistant regional security officer. Earlier assignments included Peking and the United States. In submitting the poems, he said they were based on his observations since 1974 of foreign as well as U.S. diplomatic people.*

READEX FICHE

Bicentennial Year

Crigler, Caldwell, Chester honored on State's birthday

Hostages recognized, too; scholarships established

THREE career officers—Trusten Frank Crigler, Ray L. Caldwell and Geraldeen G. Chester—have been accorded the highest honors of the American Foreign Service Association. They were recognized at a ceremony on January 9 that marked the beginning of the bicentennial year of the State Department. Each was presented a check for $1,000 and a certificate for "extraordinary accomplishment, reflecting outstanding initiative, integrity, intellectual courage, and creative dissent."

Bicentennial 1781 - 1981
United States Department of State

Also honored in the Dean Acheson Auditorium were the 52 American hostages in Iran. They were cited in absentia for their "outstanding, extraordinary service and courage." The association announced establishment of "extraordinary service scholarships" for the sons and daughters of the hostages, "as well as others who find themselves in similar circumstances." Accepting the awards on behalf of the captives and their families were Mrs. Bruce Laingen, whose husband, a hostage, was chargé d'affaires in Tehran, and Richard Queen, who was released by the Iranians after eight months.

Award winners *Ray L. Caldwell,* left, *Geraldeen G. Chester* and *Trusten Frank Crigler,* right, with *Cornelius Van Engert,* one of the oldest living Foreign Service officers. *(Photo by Glenn Hall, Visual Services)*

Mr. Crigler, an FSO-2 and deputy chief of mission in Bogota, Colombia, won the Christian A. Herter Award for senior officers. Mr. Caldwell, an FSO-4 and head of the internal division of the political section at Embassy Madrid, received the William A. Rivkin Award for mid-level officers. Mrs. Chester, an FSO-4, was on the team that negotiated the Panama Canal treaties. She won the W. Averell Harriman Award for junior officers. (She was selected for the award when she was an FSO-5.)

The association also honored six members of Congress for their work on the Foreign Service Act of 1980. Recipients of engraved plaques were Rep.

Secretary Muskie* and *Vice President Mondale* cut the cake. *(Photo by Robert C. Kaiser, Visual Services)

S. Patricia Schroeder (D.—Colo.), Jim Leach (R.-Io.), Dante B. Fascell (D.-Fla.) and John Buchanan Jr. (R.-Ala.) and Senators Claiborne Pell (D.-R.I.) and Charles Percy (R.-Ill.).

Mr. Crigler played a "significant role" in helping to free U.S. Ambassador Diego Asencio and other diplomats who were taken hostage in Bogota last February. He was credited with "unusual initiative in devising and proposing numerous negotiating strategems" designed to secure the release.

Representative *Pat Schroeder (Photo by Glenn Hall, Visual Services)*

Representative *Jim Leach (Photo by Glenn Hall, Visual Services)*

Mr. Caldwell was said to have developed "hundreds of friends" among the leading political figures, civil servants, journalists, academics, businessmen, labor leaders and others who influence the political scene in Madrid. He had "a positive—and a personal—impact on the course of U.S.—Spanish relations during Spain's delicate period of transition from dictatorship to democracy."

Mrs. Chester, a lawyer, served as legal adviser to the treaty negotiators. Later, as an economic officer in the embassy in Panama, she assisted in the treaty implementation. "Her extraordinary competence, tact, sensitivity, and acumen . . . might well serve as a model for all young Foreign Service officers," the citation said.

Speakers included Secretary Muskie; Kenneth W. Bleakley, president of the association; Ambassador Harriman, donor of one of the awards; Ambassador Spencer King, retired representative on the association board; and Mrs. John Sperry Long, whose husband was the late Ambassador Rivkin. Hundreds of active and retired Department and Foreign Service employees attended the ceremony.

Mr. Muskie, making one of his last appearances in "my role as Secretary of State, the proudest title I have ever borne," said the award ceremony was designed to underscore and celebrate the "advancing professionalism of the career Foreign Service." "This moment gives us an opportunity to pay tribute to the human qualities of the people who represent our country—both our diplomats and their families," he said. "There could be no more impressive reminders of those qualities—courage and steadfast devotion—than the hostages in Tehran who are so much on our minds, and their families. The scholarship fund that you have established is a fitting, tangible way to express what all of us feel. This ordeal has touched us all so deeply that we, in a sense, are all one hostage family."

Mr. Muskie praised State's employees at home and abroad as dedicated Americans working "all around this restless, troublesome planet, seeking to understand and deal with the world's troubles in ways that serve our interests and advance the cause of peace. . . Surely no other department of Government can claim a professional corps of such education, experience and skill."

"From 1781 until 1968, no American ambassador was ever murdered in the line of duty," Mr. Muskie pointed out. "But since 1968, when John Gordon Mein was assassinated in Guatemala, four others have died in similar fashion—in Cyprus, Lebanon, Sudan and Afghanistan. Other diplomats have been kidnapped in recent years—in several widely-scattered countries. And in the last eight months, I have arisen each day to face the problem of more than 50 Americans held hostage in Tehran."

—BARNETT B. LESTER ☐

300 lottery winners enter 'high society'

Vice President Mondale and Secretary Muskie saluted the Department's 200th birthday at an evening reception in the Benjamin Franklin Room on January 9. The event ushered in a year-long observance of State's bicentennial. Guests included more than 300 Department employees whose names were drawn in a lottery conducted by all the bureaus and major offices. The lottery was organized by State's Bicentennial Committee, which decreed, said Terry McNamara, senior deputy assistant secretary for public affairs, that invitations be set aside for employees chosen on an "equitable, democratic basis, regardless of position or rank." For many, it was their first visit to the diplomatic reception rooms.

In addition, there were the usual corps of notables, including, for example, former Secretary and Mrs. William P. Rogers, Supreme Court Justice Potter Stewart, Soviet Ambassador Anatoliy Dobrynin (who is dean of the diplomatic corps in Washington), presidential counsel Lloyd Cutler, retired Ambassadors Ellsworth Bunker and U. Alexis Johnson, and Ambassador Robert Neumann, director of transition team at State.

A Marine string quartet serenaded the guests as they strolled through the entrance hall, into the Gallery, and then to the John Quincy Adams Room, where they were greeted by Mr. and Mrs. Muskie, Under Secretary and Mrs. David D. Newsom, and director general and Mrs. Harry G. Barnes Jr. A Marine color guard, in full dress uniform, marched to the Benjamin Franklin Room, where a Marine band played "America the Beautiful."

In the Franklin Room, the guests watched as a group of Marines carried a three-tier, 100-pound birthday cake to the Vice President and the Secretary. It was topped by a replica of the Great Seal of the United States, and on it, in miniature, were the flags of the 50 American states and more than 100 foreign countries. Mr. Mondale and Mr. Muskie cut the cake with a sword handed to them by a Marine. The first piece went to Cornelius Van H. Engert, 93, one of the oldest living Foreign Service officers. The second went to John A. Hedges, 22, who was said to be the youngest Foreign Service officer on active duty.

Reception guests, from left, front row: ***Margaret Holdaway, Ruth Higgins, Yvonne Chuang.*** **Middle row:** ***JoAnn Rowe, Maria-Jesus King, Mabel Coates.*** **Back row:** ***Lanah Berry Hill, Charles Fleenor, Ruby Jones. (Photo by Donna Gigliotti)***

After the national anthem, the guests toasted the Department's 200 years with champagne as the band struck up "Happy Birthday." Mr. Muskie paid special tribute to the Marines." We at the State Department and in the Foreign Service deeply appreciate the important role the Marine Corps plays in our embassies all around the world," he said. "The Marines, too, are represented in that group of 52 in Tehran, and we don't often enough give recognition to that fact."

Mr. Muskie, in a later message "to my colleagues in the Department of State," said: "I consider your accomplishments all the more remarkable in view of the fact that this Department—which began in 1781 with only 14 employees—remains one of the smallest Cabinet departments in both personnel and budget. As the Department launches a year-long celebration of its bicentennial, I want to extend an official word of congratulations to all of you."

The committee is planning other events. Individuals or organizations who wish to help, or who have suggestions for observances in Washington or overseas, may contact Mr. McNamara in Room 6800, ext. 23790; or Phyllis Young, executive secretary of the committee, ext. 20713. ☐

Bicentennial guest list

Listed here are the employees chosen by lottery to attend the bicentennial reception:

Secretary's Office (and related units)

Operations Center

Laura T. Barnes
Barbara T. Miller
Elaine Ojala
Robert C. Porter Jr.

Executive Secretariat

Donald S. Hayes
J. Christopher LaFleur
Vivian Dove
Ronald A. Weist

Office of the Deputy Secretary

James Holdforth

Ambassadors-at-Large:
Office of the Law of the Sea Negotiations

Patricia M. Corcoran
Lawrence M. Enomoto

Office for Combating Terrorism

Richard J. Higgins

Office of Protocol

W. Carter

Two winners of tickets to reception: *Aleen B. Sutton* and *Cynthia Preloh. (Photo by Donna Gigliotti)*

Secretary Muskie*, left, and *Vice President Mondale* with hostage wives, (from left), *Katherine Keough, Louisa Kennedy, Penne Laingen. (Photo by Donna Gigliotti)

Rowena Hood
Debra Muse
Vickie Rogers

Office of Under Secretary for Economic Affairs

Catherine J. Sopko

Office of Under Secretary for Management

Office of Management Operations

Phyllis Pesce
Guy Coriden

Equal Employment Opportunity Office

Elee Erice

Office of Medical Services

John L. Beahler, M.D.
Catherine Deleo
Robert I. Huoen, M.D.
Colleen Marie Quinn
Joyce Blackmon

Office of the Comptroller

James F. Howard
Sheila L. Wise
Bruce A. Brown
Gail R. Hariston
Perry C. Hamilton
Daniel L. Quaid Jr.
Katherine J. Senkow
Jackie Davis
Sandra J. Walker
Edward P. Dobyno Jr.
Debbie Snipes

Bureau of Administration

Office of Operations

Julia Zavada
Ella Koniuszkow
Cheryl Tucker
Alfred Neal
Jan Panguay
Robert Day
Barbara Holmes
Gerald John
Marvin Jones
David L. Heureux
Elizabeth Pratt
Sal Rinaldi
Cynthia H. Preloh
Aleen B. Sutton
Carol Gorski
Joan Austin
Vela Fischer
Virginia Schafer
Leo Masciani

Greeted by *Secretary Muskie* is *Ann Wickham* of the Bureau of Oceans and International Environmental and Scientific Affairs. *(Photo by Donna Gigliotti)*

Joann Alba
Margo Clarke
John Cruce
Frank Machak
Michael Pasek
Geraldine Johns
Eimer Lee
Marie Burke

OFFICE OF SECURITY

Lisbeth Renwick
Ray Gross
Suzanne Conway
Bob Bryan
Pat Hoffer
Isabel Johnstone
Rufus Putney
Elwood McGuire
Pamela Beale
Chris Andrews
Bill Larson
Robert Nuernberger
Jane Moss

OFFICE OF COMMUNICATIONS

Mildred Muchoney
H. Charles Page
Emily Butler
Charles E. Fleenor
Marjorie Benson
Harry Kaklikian
G. Larry Engelbrake
Doyle W. Stout
Manuel Valdez
Patrick J. Duffy
Dennis Thomas
Rodwell Bishop
Etta Wilkinson
Hal R. Hutson
Richard D. Rapier
Terra E. Faucett
Mitchell Johnson
Maurice Mynseberge
Gertrude E. Chisholm
R. Bruce Soelberg
Gary Herrod
Wayne D. Hoshal
Yvonne Chuang

OTHER OFFICES, ADMINISTRATION

Ruby Sherman
Eleanor M. Hill
Sheila Johnson
Jesse Butler
Howard Holton
Martha Ann Thomas
Jerome W. Morrison
Charles Rex Hellmann
James G. Trum
Clayton E. McManaway
JoAnne DeConcini
Walter Weiss
Sharon Orange
Sandra Younger
Janie Cunningham

African Affairs

Jane E. Harrington
Kay Gilstrap

Larry Roeder*, International Organization Affairs (also a member of Iran Working Group), with his bride-to-be, *Elee Erice*, of the Office of Equal Employment Opportunity. *(Photo by Donna Gigliotti)

Herman Rossi
Deborah Schwartz
Alden Irons
Lilymae Richardson

Congressional Relations

Dora Carter
Jenness Kleiboeker

Consular Affairs

John Adams
Elizabeth Berube

Ron Mlotek*, Refugee Programs, and *Barbara Miller*, Operations Center. *(Photo by Donna Gigliotti)

Linn Allee
Dorothy Chatman
Madeline Ketch
Adolfo DeHostos
Paul Donaldson
Mildred Gill
Carol Gonet
Tommye Grant
Ruby Jones
Charles Keil
Elizabeth Kirincich
Dale Leach
Eleanor Leech
James Murray
Hebriena Oosthoek
Vivian Ferrin
Rachel Pittarelli
Mary Sampson
Richard Sindelar
Dorothy Smallwood
Elizabeth Soyster
Ruty Stewart

East Asian and Pacific Affairs

Michael Gelner
Kristine Blandford
Jerome Ogden
Michael Klosson
Stuart Schartzstein
Cindy Baranello
Stephanie Gillespie

Economic and Business Affairs

Joyce Manning
Patricia Kolar
Bernice Holmes
Stephen Gallogley
Donald G. Johnson
Dennis Finnerty
Wilson Riley
William Brew
Samuel Compton
Richard Shrom
Joanne Rowe

European Affairs

Caroline P. Wiznitzer
M. Lanah Berryhill
Maria Jesus King
Ruth E. Higgins
Hollis DiBianchi
Mable E. Coates
Peter S. Bridges
Mark A. Tokola
William H. Dameron
Laura Kennedy
Margaret D. Holdaway

Foreign Service Institute

Ali Bell
Debrah A. DiBari
William Kushlis
Matthew P. Daley
Svetlana Hannaher
Helen T. Hirshon
Hedy St. Denis
Phyllis A. Zoetis
Elizabeth Molinar
A. Paul Stratton
Ying-Chih L. Chen
Murilo Von Meien
Barbara Melo
Marie-Charlotte Iszkowski
Nicholas Chiacu
Julie Wilhelm
Un-Bok Cheong
C. Cleland Harris
Diane Reaves
Gloria Benedict

Human Rights and Humanitarian Affairs

G. Michael Bache
T. Jesse Clear
Sally L. Harman

Office of Inspector General

Janet R. Priddy
Charles A. Kennedy
Joseph Daniels
Hugh B. Hollingsworth

Intelligence and Research

Edith M. Scott
F. Herbert Capps
Grace M. Brown
David Jensen
Rita F. Taubenfeld
Donald Graves
Carson M. Berry
Louis Sarris
James Chamberlin

Kathryn A. Clark
Betty Jean Mack
William Duncan
H. Jonathan Bemis
William W. Millan
Galen Fox

Inter-American Affairs

James R. Cheek
R. Michael Finley
Ambassador Mari-Luci Jaramillo
Mrs. Samuel Lupo
Samuel F. Hart
Mrs. Jeanne Puhan
Mrs. Nivea Ribera
Linda Grace
John Bushnell

International Narcotics Matters

James M. Van Wert

International Organization Affairs

Susan Sheets
David Rowe
Bernard Engle
Hillary Westley
Lillian Mosser
John McDonald
Csanad Toth
Larry Roeder

Legal Adviser's Office

Frances A. Armstrong
Mary Ann Birdas
William T. Lake
Robert D. Sloan
Maggie R. Street
Eleanor E. White

Near Eastern and South Asian Affairs

Peter Constable
Mrs. James Eidsness
Sally Lufkin
Loretta Roberts
John Hirsch
Roger Merrick
Jonathan Mayhew

SINAI SUPPORT MISSION

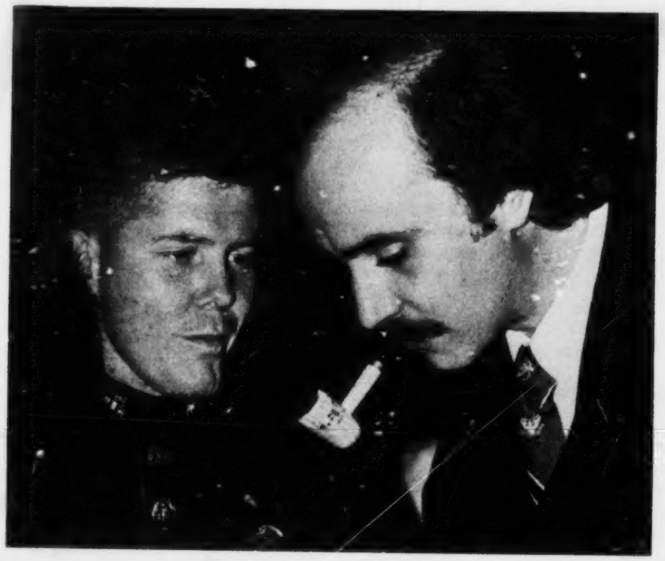
Barry S. Knauf

Oceans and International Environmental and Scientific Affairs

Anne Wickham
Janet Hanifin
Jeffrey Lutz
Lee Stevens
Jodi Jenkins
Evelyn Sahli
Margaret Dove
Irene Dybalski

Bureau of Personnel

Siobhan Hulihan
Alta Brenner
Robert Collins
Pamela Davis
Ruby Dawson



Sgt. *Clarence Hudgens* and *Mark L. Weinitzer* of the Iraqi desk. *(Photo by Donna Gigliotti)*

Bernard Fennell
Linda Frantz
A.S. Cleveland Fuller
Donald Donchi
Albert Hardy
Marjorie Hoefler
Irene Ivone
Joy Lindsay
Charles Magee
Evelyn Manning
Susie Nelson
Janice Pemberton
Max Robinson

Policy Planning Staff

Vernetta M. Young
Michael Feldstein
Wreath Gathright
Marcia B. Ries

Politico-Military Affairs

Lt. Col. Frederick S. Celec
Louis B. Warren
Marcia Jordan
Allan E. Suchinsky
R. Peter Spicer
David A. Ochmanek

Bureau of Public Affairs

Frank Gomez
Kathleen Crossett
Irene Novak
Mary Jones
Dianne Kelley
Mary Grant

Bureau of Refugee Programs

Delores Carr
Elizabeth A. Powers
Ronald Mlotek

President Reagan's transition team

Ken Adelman
Richard Burt
Carleton Coon
Chester Crocker
Woody Goldberg
Marc Grossman
Muriel Hartley
James Hackett
David Korn
Tod Leventhal
R.C. McFarlane
Pat McKee
Harvey Sickermann
Paul Wolfowitz
Jeanne Ronchetti
John Sprott ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE *magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. AFRICA

Our young child will not take antimalaria drugs in tablet form. Can we make a solution with crushed tablets, or are there liquid preparations commercially available?

A.

The most effective antimalarial drug for most malarious areas of the world, where malaria parasites are sensitive to it, is chloroquine. Trade names include Aralen in the United States, and Resochen and Nivaquine abroad. There is no liquid preparation of Aralen or other antimalarials licensed in the States, but there are a number of other satisfactory liquid preparations which should be readily available in Europe, Africa, Asia and Latin America. These include Nivaquine, Resochen, Malarex and Camoquine. I recommend that you use these commercial products, rather than prepare your own solution. Extreme caution must be used to keep these usually pleasant tasting liquids out of the reach of children—an overdose may be lethal. Dosage should be by weight, as indicated in the manufacturer's labeling. Or check with your health unit. Should you have no choice but to prepare your own liquid preparation, that portion of the tablet required (mg. of base per body weight) should be crushed and mixed with jam or a syrup. A fresh solution should be made for each weekly dose.

Q. ASIA

A friend of mine lost her mother two years ago. She's still in mourning, and some people say this is too long. What do you think?

A.

No two people react the same way; there is no fixed amount of time to mourn. Prolonged mourning (or depression) usually can be helped if you understand what is happening to the person and why. This is not the type of depression that should be treated with medication. Counseling by a professional can be very helpful.

Q. EUROPE

What's the rule on departure physicals? We're going on home leave next summer and, frankly, I'd just as soon get our families' physicals out of the way now at post. But I know we probably won't get our travel orders until a few days before we leave. Is there any way I can avoid having to bother with physicals at home during our leave? We really do have quite good medical facilities at our post.

A.

Now is the time to get started on your physicals, so don't hesitate . . . . begin the processing. You don't need orders in hand to start an in-service examination. In fact, it should be started 90 days before your departure date, since we should have it in my office at least 30 days before you leave post. There frequently are delays in scheduling the actual physicals. Sometimes, as you probably know, tests have to be repeated, or special appointments or consultations arranged. This entire process takes time, so please don't hesitate to begin now, in late winter or early spring, if you're anticipating a summer home leave. If physicals can be completed at your post, the entire medical clearance process can be speeded up, thus allowing you a home leave without medical entanglements.

Q. WASHINGTON

This might be a foolish question, but why do doctors always tell me to do my monthly breast exam after my period? I'm usually pretty good about doing it every month, but am never quite sure whether to examine before or after the period.

A.

I don't see this as a foolish question at all. The fact is that each month, before menstruation, hormonal changes occur which can cause swellings that are not true breast lumps. These swellings are normal, and just as they appear, they disappear following a menstrual period. Therefore, you ought to inspect your breasts every month, about a week after the start of your menstrual period. This is when your breasts are the least swollen and the easiest to examine. Once a woman reaches menopause, or after menstrual periods stop for whatever reason, she should choose a day of the month that is convenient and easy to remember. But the key thing is to be sure to check yourself on the same day every month.

Q. WASHINGTON

Our family dentist referred my husband to a specialist who says he has to have "scaling" done. Just what does this involve?

A.

A specialist does the "scaling"—a periodontist. His area of interest is the gum tissue and the bone surrounding the teeth. A person's mouth must be thoroughly cleaned each day. If it is not, the debris remaining on the teeth becomes invaded by bacteria which, after about 24 hours, become organized into something called plaque. Plaque is the dangerous agent that causes cavities and gum disease. It is easily removed by brushing and flossing. If it is not removed, after another day or so it calcifies and becomes calculus, sometimes known as tarter. Each day's accumulation builds up, until the amount present, with its accompanying plaque, can seriously affect the gum tissue and bone. Most people have the calculus in their mouth removed on a regular basis—every six months or so. This can be done by a hygienist or a dentist who practices general dentistry. If not done soon enough, the initial response is for the gum tissue to become irritated, a condition called gingivitis. This is completely reversible. Cleaning will restore the mouth to its former health. If left untreated, though, the gingivitis progresses to a condition called periodontitis, where the bone becomes diseased, as well as the gum. This can lead to loss of teeth. Periodontitis requires treatment by a specialist. Surgery may be required to remove damaged tissue and prepare the mouth so that the patient can keep it clean. At this stage, the condition is not reversible. The periodontist can restore the mouth to health, but the tissue lost to disease is permanent. Most adults suffer from this disease in some degree. It is much more common in adults than is dental cavities. An early sign of gum disease is bleeding gums. If your gums bleed, have them checked soon, and avoid this disease and the high cost of having it treated by a specialist.

Q. WASHINGTON

I have an abundance of annual leave and home leave. Next summer, I'm supposed to have my gall bladder removed before I am reassigned. Do I have to use sick leave when I'm in the hospital and convalescing, or could I use a combination of home leave and annual leave for the month or so after surgery?

A.

At your written request, your absence because of sickness or injury may be charged against annual leave rather than sick leave. Your request must be made within two workdays after return to duty from an illness, and may not thereafter be changed. Under no circumstances may annual leave be substituted for periods previously recorded as sick leave. As to your question concerning home leave, there are a number of factors which would have to be considered, among them the assignment process, rules governing deferred home leave (applicable to a Washington assignment from overseas), the prospect of returning overseas, etc. For this reason, I suggest that you forward your case to the Department's Office of Employee Relations, in Room 1822, for an individual interpretation. ☐

Dr. Korcak's health hints

Arthritis—our No. 1 crippling disease

Often called "everybody's disease," arthritis affects every one of us in some way, directly or indirectly, physically or economically. Over 30 million Americans have one or more of the many forms of arthritis. Arthritis is not limited to any age or sex. The disease often strikes between the ages of 20 and 45, the most productive years of a person's life, and afflicts twice as many women as men. Even children are victims of this crippler—some 250,000 of them are sufferers of the form known as juvenile rheumatoid arthritis.

The economic impact is just as staggering. The financial burden for those who need medical care, in terms of cost to themselves, to their families, to commerce and industry and to the national economy, exceeds $13 billion annually.

Despite the fact that we are all affected, most people have only hazy and often incorrect ideas of what arthritis is all about. The result is that they become crippled unnecessarily, and stay crippled unnecessarily.

Arthritis warning signs:

- Persistent pain and stiffness on arising.
- Pain, tenderness or swelling in one or more joints.
- Recurrence of these symptoms, especially when they involve more than one joint.
- Recurrent or persistent pain and stiffness in the neck, lower back, knees and other joints.

What you should do

Should you ever experience these symptoms, see a qualified physician. ☐

Alcohol Awareness Program

Alcohol seen as teenage disease

The following article is reprinted with the permission of Ambassador College, Pasadena, Calif. It addresses the problem of teenage drinking.

Many parents are giving a sigh of relief. After a decade of turning on with all kinds of illegal, bizarre and strange drugs, teenagers are turning back to the familiar, tried-and-true alcohol.

From frying pan into the fire

They have no reason whatsoever to rejoice. For one thing, teenagers aren't turning to alcohol *instead* of other drugs, but *in addition to them.* Marijuana experimentation and use is still increasing among young people, and smoking tobacco—another drug disguised as a mere social amenity—is also on the rebound. The only significant decline in illicit drugs involves the use of the hard drugs—heroin, speed, etc.

But alcohol itself is one of the hardest drugs of all. Familiarity with it in our society has bred complacency and ignorance of its many health hazards. That is why Dr. Morris Chafetz, director of the National Institute of Alcohol Abuse and Alcoholism in the United

States, warns: "Parents learn their children are not using the so-called 'other' drugs, but the drug alcohol, are relieved. And while we are not getting into a competitive battle with other drugs, but a comparative one, parents are being relieved into a serious situation. Since no drug comes close in any measurement to the human and social destruction of alcohol problems, these parents are being relaxed into a situation that is like jumping from the frying pan into the fire."

Hitting the bottle harder

Juvenile tipplers are nothing new, of course. But today's youngsters are starting to drink at an earlier age and are hitting the bottle harder than those in their parents' generation.

There are an estimated 500,000 juvenile alcoholics and problem drinkers in the United States. Tens of thousands of them are less than 12 years old! About 5% of all high school students get drunk at least once a week and are, therefore, certified problem drinkers. Another 23% get drunk an average of four times a year and are in danger of becoming problem drinkers.

One of the hazards of teenage drinking is that a lot of it is done while cruising around in a car. Cars have become favorite "watering holes" for boozing it up. But drinking and driving don't mix—60% of traffic deaths among youth involve alcohol.

Drinking and other drugs don't mix either. Taking alcohol and uppers, downers, or opiates can result in a synergistic syndrome—the combination of drugs results in an effect far greater than the effects of the drugs taken on separate occasions. Thus, one small dose of antihistamine chased down by one small dose of alcohol will have not two—but perhaps 20 times—the effect of a single drink. And alcohol mixed with barbiturates or other "downers" can be fatal.

Perhaps one reason parents aren't as alarmed about their children's abuse of alcohol is that its toll on their health is not as quick or dramatic as it is with other drugs. It's hard to find serious medical symptoms of alcohol abuse in young people because it takes a long time for the symptoms to develop. A youngster who starts to drink heavily at 13 may not develop cirrhosis of the liver until 10 or 20 years later. But what alcohol lacks in speed, it makes up in thoroughness and permanency. Once the damage to health is done—it's irreversible.

If you suspect your son or daughter has a drinking problem, level with them. Be sure of your facts. Punishing, bribing or preaching seldom helps and often makes matters worse.

If you can't communicate with your teenager—well, that's part of his drinking problem, too. Suggest he speak to someone he might respect or listen to—a family doctor, clergyman or school counselor.

Take a look at your own lifestyle and drinking habits. One of the strongest influences on a teenager's drinking habits is the example set by his parents. Statistically, alcoholism does tend to run in families; most teens with drinking problems come from families with drinking problems.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C. (telephone (202) 632-1843 or 632-8804). Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

NIAMEY, Niger—Dr. *Emil Von Arx III* cuts ribbon to open acute care holding facility. Ambassador *James K. Bishop* is on left, and Dr. *Phillip Pierce* and nurse *Lesley Mortimer* are on right.

Post of the Month: Rabat

RABAT, on the northwest coast of Morocco, in North Africa, is not your run-of-the-mine Foreign Service post, as these photographs prove. This is the latest in STATE'S series on U.S. missions overseas, and the people serving there. Posts that wish to be included are invited to query the editor. *(Rabat photos by ICA's Mohamed Hamouchi.)*

Patricia Garon, of the embassy liaison office, at an outdoor jewelry market.

Moroccans are friendly people, as personnel officer *Mike Royle* learns. He seeks information outside the Mohammed V mausoleum.

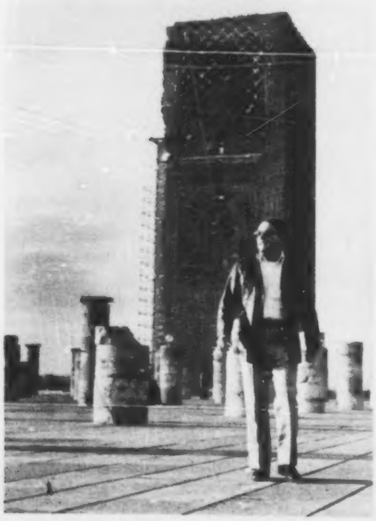
Three elderly Moroccans on their way to the mosque.

انتخابات
1980 AUX ETATS-UNIS
CARTER vs REAGAN vs ANDERSON

Marine security guards, led by noncommissioned officer-in-charge *David [illegible]. Henry*, on their morning run past the 14th-century "Chellah" fortification. From left: *Carmine DeLucia, Dove Bowling, Blake Smith, Richard Monico.*

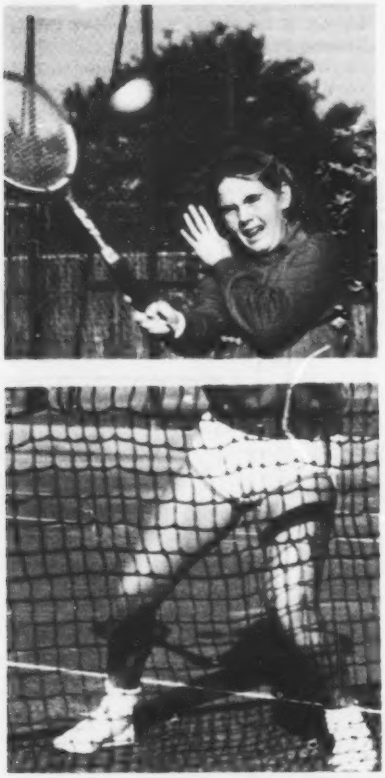
Ambassador *Angier Biddle Duke*, with eyeglasses, prepares for a television appearance. From left are political counselors *Robert Holliday* and *Richard McKee*, and *James Bullock*, ICA.

Public affairs officer *Leslie Lisle* directs "The Lost Chord," a singing group of British and Americans, in a program of madrigals. Embassy singers include, in front row: *Bronwyn Hogan*, third from left, *Carolyn Walls*, eighth from left and, to her left, *Jim Landa*. Back row: *Carlene Craytor* and *Martha Lisle* are fourth and fifth from left; *Mary Brown* and *Mike Cutter*, are seventh and eighth from left.

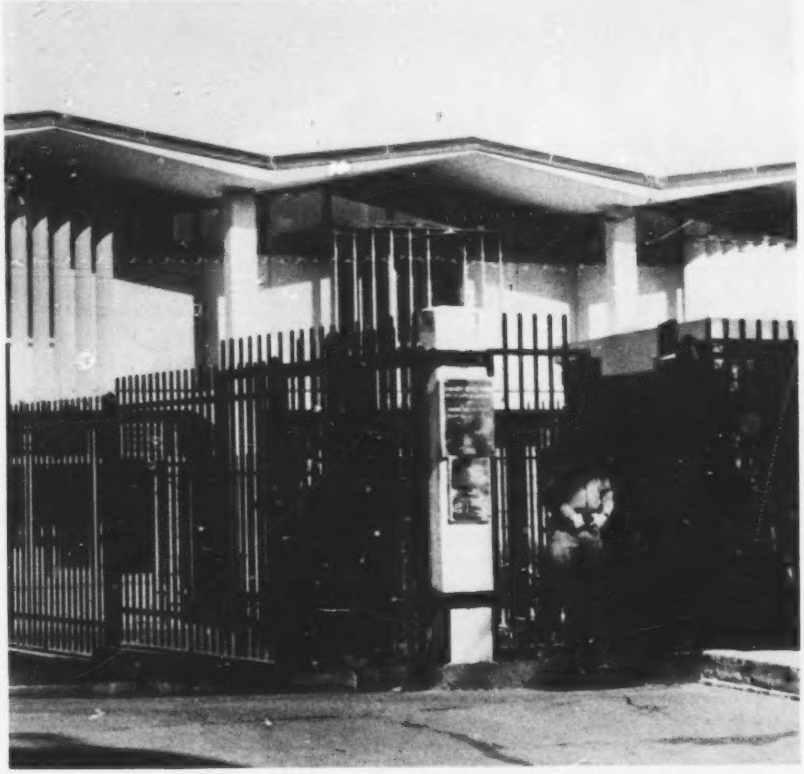


Communicator *Luis Diaz-Rodriguez* takes a stroll across the ruins of the great mosque built by Sultan Yacoub El Mansur, in the 12th century. Only its minaret—the Tour Hassan, in the background—remains intact.

Assistant cultural affairs officer *Herman Henning*, right, with students on campus of Mohammed V University.

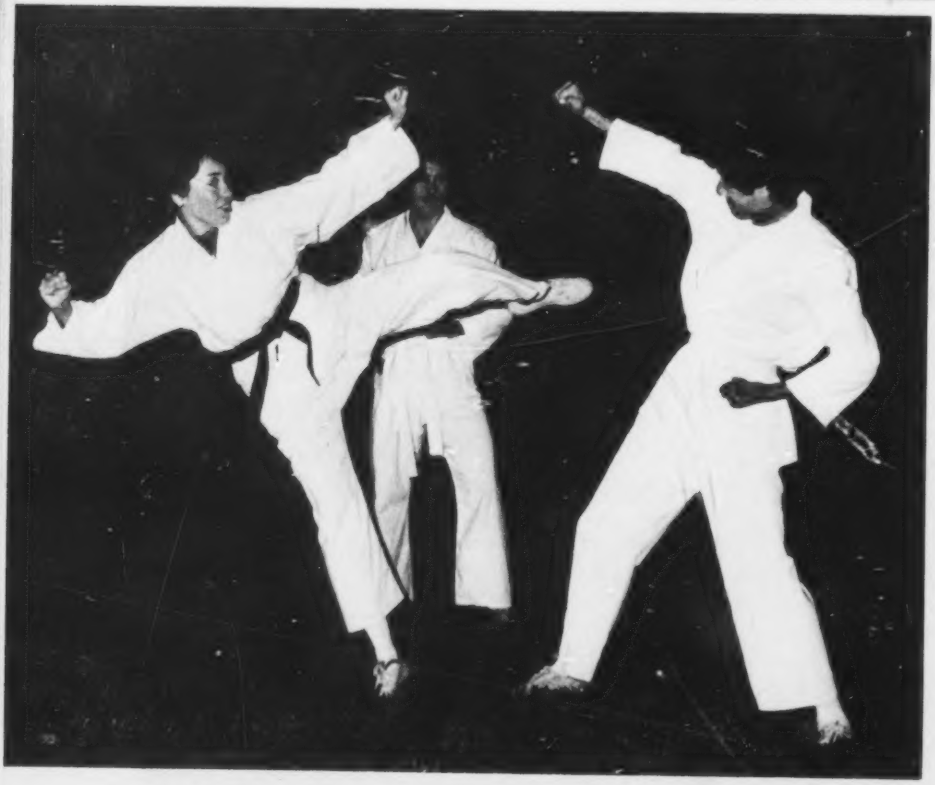


Bronwyn Hogan, daughter of James Hogan, ICA.



Don Walls and his wife, *Carolyn,* in a theatrical group production of Neil Simon's "The Last of the Red Hot Lovers."

The American embassy overlooks the Bou Regreg River that separates Rabat from the old Roman port of Salé.



Deanna Haynes, wife of Major Armand Haynes of the Army's Foreign Area Officer Training Program, demonstrates some of her own training. In center is Marine security guard *Dave Bowling*.

General services officer *Virginia Graham* checks incoming mail.

Marcella Barnhart, secretary to the ambassador. ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Administrative training				
Administrative CORE	9	6,27	25	3 weeks
General Services Operations	9,30	27	18	3 weeks
Personnel Laboratory	9,30	27	18	2 weeks
Budget and Financial Management	9,30	27	18	6 weeks
Coping with Violence Abroad (formerly Seminar on Terrorism)	23	20	4,11 18	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Advanced Consular Course	23	—	—	4 weeks
Consular Employees Professional Seminar	9	—	11	2 weeks
Equal employment opportunity				
Executive EEO Seminar	31	28	—	1 day
Executive development				
Executive Performance Seminar	8	26	—	5 days
Supervisory Studies Seminar	—	12	—	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	6	—	2 weeks
Techniques of Negotiations	—	—	11	8 days
Executive-Congressional Relations	—	27	—	1 week
Working with the Press	2	—	—	4 days
Analytic Reporting Skills	—	20	—	2 weeks
Science and Foreign Affairs	—	13	—	1 week
Orientation				
Foreign Service Secretarial Orientation	—	6	—	5 days
Departmental Clerical Orientation	9	13	11	5 days
Departmental Officer Orientation	17	—	12	2 days
Foreign Service Orientation	16	—	11	1 week
Foreign Service officer orientation	4	29	—	6½ weeks
Secretarial skills				
Basic Office Skills	16	—	—	8 days
Management Skills for Secretaries	—	20	—	2½ days
Clerical training				
Beginning Stenography	—	—	5	9 weeks
Intermediate Stenography	—	—	5	9 weeks
Advanced Stenography	—	—	4	10 weeks
Beginning Typewriting and Keyboarding	—	—	5	9 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			4 hours
Communication skills				
Speech and Oral Communications	—	7	—	10 weeks
Elementary English Skills	—	—	12	6 weeks
English and Communications Skills	—	—	19	10 weeks
Reading and Development Skills II	—	13	—	4 weeks
Basic Writing Skills	2	—	11	5 weeks
Courses for managers				
Reading Development I	—	13	—	4 weeks
Effective Writing in International Affairs	—	—	4	6 days
Effective Oral Communication for Managers	—	—	12	4 days
Effective Writing for Managers	—	6	—	4 weeks

—(Continued on next page)

Administrative courses are restructured

The School of Professional Studies of the Foreign Service Institute has announced a new series of administrative training courses to strengthen or replace those previously offered. These new courses were said to have been designed to meet the changing needs and interests of the Foreign Service and of administrative personnel, by providing a progression of training for the specialist as well as equipping the administrative generalist to perform in today's overseas work environment.

The central point of administrative training will be a new three-week course, designated "Administrative CORE," which replaces the administrative operations course. The CORE course will be a prerequisite for employees desiring to take additional training in the administrative specialty areas—budget and financial management, general services or personnel. In addition, it will serve as a "stand-alone" introduction to overseas administration for communications program officers, regional security officers, administrative assistants and others who might have general administrative functions as a part of their assignment. The course is intended to enable personnel to obtain an understanding of Foreign Service administration and its relation to administrative work in the Department. It will also serve to illustrate and explain the interrelationships of the various elements of the administrative function.

While certain segments have been developed especially for the CORE course, other components have been drawn from the recently-developed budget, general services and personnel courses. The latter components are generally applicable to all areas of administration. Thus, the CORE course will be a prerequisite for specialty training in the three other areas.

The CORE course consists of self-instructional modules, lectures, in-box exercises, case studies and simulations. Developed on the same concept as

"ConGen Rosslyn," the course is meant to simulate on-the-job experience at post, and is designed to reduce the number of surprises one may expect to encounter in administrative work. The course introduces progressively deeper integration of the various elements of administrative training and concludes with simulation of a fully operating administrative section. Participation in the course should produce more effective administrative personnel performance and more efficient use of human and financial resources at post.

Development of the course has resulted in adjustments to the length of the specialty courses. For example, the training for general services will now total six weeks (three weeks CORE plus three weeks general services); for personnel training, five weeks (three weeks CORE plus two weeks personnel laboratory); and for budget, nine weeks (three weeks CORE plus six weeks budget and financial management training).

Courses are offered with increased frequency in order to respond to increased demand, permit greater flexibility in scheduling training, and a more rapid progression from one course to another. Accordingly, the institute has rescheduled courses and established acceptance priorities and class-size limits effective January 1981.

The new course schedule, priorities used in determining acceptance of participants in the courses, and minimum and maximum number of students for each course are listed below.

Area studies and language training

—(Continued from preceding page)

Program	*Mar.*	*Apr.*	*May*	*Length of course*
Overseas briefing center				
Workshop for Foreign Service Families	16	—	4	2 weeks
Career Counseling	31	—	—	4 days
Going Overseas	7,18	4,22	2,20	1 day
Community Skills	—	6	—	4 days
Re-entry	30	—	—	1 day
English Teaching Seminar	—	—	18	1 week
Area studies				
Africa, Sub-Sahara	—	20	—	2 weeks
Western Europe	—	20	—	2 weeks
People's Republic of China	23	—	—	2 weeks
East Asia	—	—	18	2 weeks
Eastern Europe and USSR	23	—	18	2 weeks
Latin America	—	20	—	2 weeks
Near East and North Africa	—	20	—	2 weeks
South Asia	—	20	—	2 weeks
Southeast Asia	—	20	18	2 weeks
Language and advanced area courses				
French	9	6	4	20 weeks
German	—	6	—	20 weeks
Italian	—	6	—	20 weeks
Portuguese	—	6	—	20 weeks
Spanish	9	6	4	20 weeks
Familiarization and short-term (fast) courses				
Chinese	—	—	11	6 weeks
French (Metrop.)	16	27	—	10 weeks[1]
French (Sub-Sah.)	16	27	—	10 weeks[1]
German	—	27	—	10 weeks
Italian	—	27	—	10 weeks
Japanese	—	27	—	6 weeks
Polish	9	—	—	6 weeks
Portuguese (L.A.)	—	27	—	10 weeks
Portuguese (Eur.)	—	27	—	10 weeks
Russian	—	—	25	6 weeks
Spanish (L.A.)	16	27	—	10 weeks[1]
Spanish (Eur.)	16	27	—	10 weeks[1]
Thai	—	27	—	6 weeks
Turkish	9	—	—	6 weeks

[1]—Week of April 20 has no scheduled classes for short courses in French and Spanish. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. ☐

Class sizes

	Minimum	Maximum
Admin. CORE	4	24
B&FM	3	4
GSO	4	8
PER	4	6

(A-112) **Admin. CORE (3 weeks)**	(A-117) **GSO (3 weeks)**	(A-118) **PER (2 weeks)**	(A-119) **B&FM (6 weeks)**
Jan. 5-23	Jan. 26-Feb. 13	Jan. 26-Feb. 6	Jan. 26-March 6
Jan. 26-Feb. 13	Feb. 16-March 6	Feb. 16-27	Feb. 16-March 27
Feb. 16-March 6	March 9-27	March 9-20	March 9-April 17
March 9-27	March 30-April 17	March 30-April 10	March 30-May 8
April 6-24	April 27-May 15	April 27-May 8	April 27-June 5
April 27-May 15	May 18-June 5	May 18-29	May 18-June 26
May 25-June 12	June 15-July 3	June 15-26	June 15-July 24
June 15-July 3	July 6-24	July 6-17	July 6-Aug. 14
July 6-24	July 27-Aug. 14	July 27-Aug. 7	July 27-Sept. 4
July 27-Aug. 14	Aug. 17-Sept. 4	Aug. 17-28	Aug. 17-Sept. 25 ☐

Multilateral diplomacy

A five-day seminar on multilateral diplomacy, to explore how multilateral forums can be used to pursue and promote U.S. foreign policy objectives and to use the tools of American power, will be held February 23-27, from 9 a.m. to 5 p.m., at the Foreign Service Institute. The seminar will feature exercises and feedback from experienced conference practitioners—from the Government, the United Nations, international organizations and private groups. The deadline for applications is February 13. ☐

Singles, families going overseas are offered briefings

The Overseas Briefing Center of the Foreign Service Institute is continuing to offer Wednesday evening and Saturday workshops, starting February 18. The evening series of workshops are designed to address the concerns of single people and couples preparing for assignments abroad. They deal with a number of issues from a personal perspective, including: disengagement from one's own community at home as a preliminary to adjustment abroad; maintaining contact with friends and relatives; leaving loved ones; developing realistic expectations; monitoring one's own needs as a step toward stress management; increasing communication skills; and developing an individual plan of action for settling into a new community as members of the Foreign Service of the United States.

The workshops are meant for people moving abroad for the first time, as well as for those experienced in cross-cultural living. There will be opportunities to share ideas on such topics as welcoming procedures at post, encouraging integration, and making use of existing support systems or creating new ones. The workshops are from 6:00 p.m. to 9:30 p.m. Subsequent sessions will be held on March 18, April 22, May 20, June 17 and July 29.

The Saturday workshops, from 10 a.m. to 3 p.m., started February 7. They are designed primarily for families with children, though singles and couples can profit from the material presented and are encouraged to attend if they cannot come on a Wednesday evening.

The Saturday workshop is a unique opportunity for families to work together to develop realistic expectations, cope with interrupted activities and relationships, deal with stress, sharpen communication, design a personal plan of action for settling in, and share their concerns with others preparing for their own assignments.

Dates of subsequent sessions are February 7, March 7, April 4, May 2, June 6 and July 11.

There is no tuition for any of these workshops. Employees and/or family members who wish to attend should telephone the Overseas Briefing Center at 235-8784 to arrange for a Form DS755 to register enrollment. ■

SAN JOSE, Costa Rica—Participants in the Foreign Affairs Recreation Association's worldwide golf tourney receive hats and certificates from Ambassador *Francis McNeil*. From left: *Marilyn McAfee, Jerry Michael, Frank Brown, Chayo Chevez, Robert Chevez, Mr. McNeil*.

Diplo-Crostic No. 8

BY CAROL BECKER
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 7" appeared in the December issue; the solution was in the January STATE.)

1Y	2C	3G	4A	■	5a	6W	7Y	■	8D	9E	10V	11H	12G	13Q	14Z	15J	16P	17A	18N
■	19D	20B	21X	■	22U	23I	24K	■	25B	26N	27O	■	28S	29T	30V	31O	■	32a	33V
34C	35J	36X	37O	38M	■	39S	40J	41Q	42W	■	43H	44P	45L	■	46Q	47Z	48Y	49P	50N
51T	52C	53X	54T	■	55A	56W	57C	58Q	■	59M	60R	61H	62X	63L	64S	65F	66W	67K	68G
69B	70O	71U	■	72G	■	73a	74D	75V	76G	77Q	78P	79K	80A	■	81V	82S	83W	84T	85L
86U	87Y	88E	■	89C	90U	■	91O	92Z	■	93U	94Q	95a	96C	■	97V	98R	99G	100P	■
101P	102N	103Z	104E	105V	106Q	107W	■	108B	109S	110J	111C	112M	■	113V	114Z	■	115B	116E	117F
118Q	119Y	120T	■	121J	122W	123Z	124B	125G	126O	■	127E	128N	129X	130C	131O	132D	133a	■	134X
135a	■	136Y	137C	138E	139J	■	140C	141B	142W	143V	144A	■	145C	146Y	147M	■	148W	149G	150J
■	151N	152D	153H	154T	155G	■	156M	157C	158I	159W	160T	161B	■	162C	163K	164X	■	165V	166a
■	167G	168M	169a	170A	171B	172F	■	173Q	174C	■	175A	■	176S	177J	178a	179W	■	180V	■
181P	182T	183C	184J	185I	186C	■	187Q	188B	189V	■	190R	191V	192M	193Y	■	194U	195W	196V	197R
■	198O	199T	200G	201J	202I	■	203D	204W	205G	206U	■	207V	208B	209P	210H	211U	212Y	■	213Q
214X	215T	■	216D	217C	■	218C	219B	■	220I	221G	222V	■	223X	■	224L	225A	226G	227Q	■

DEFINITIONS	WORDS
A. Group of islands bisected by International Date Line	144 175 80 55 17 170 225 4
B. A dental specialist	219 20 124 188 171 115 141 208 108 69 161 25
C. The first geographic possession of the U.S.	186 2 57 218 137 140 217 34 89 130 157 183 111 52 145 174 162 96
D. Nutmeg and clove originated in the ______ Islands	216 74 203 152 8 132 19
E. Append, attach	116 88 127 9 138 104
F. Characterizing a cyclical type of sleep	117 65 172
G. It serves travellers to the largest island of all	76 72 205 68 149 167 226 99 12 125 200 155 221 3
H. One of the Aleutians	210 153 61 43 11
I. It might be found on Words H or K	158 220 202 23 185
J. Independent island republic	184 177 150 15 40 110 201 121 35 139
K. Neighbor of Word H	67 79 24 163
L. Frost	85 63 224 45
M. Island east of Borneo	59 112 192 147 156 168 38
N. 88,000 sq. mi. Asian island	151 102 50 18 26 128
O. Memorably photographed by Ansel Adams	31 70 198 126 91 131 37 27
P. "An ______ is never exactly truthful. It is either a half truth or a truth and a half." (Karl Kraus)	49 181 16 209 44 78 100 101
Q. Island visited by the Vikings ca. 1000 A.D.	106 58 187 213 13 77 94 173 227 41 118 46
R. Arab sailing vessel	197 98 60 190
S. "It is common sense to take a ______ and try it." (FDR, 1932)	176 82 39 109 28 64
T. Ornamental molding	182 160 54 84 29 120 51 154 215 199
U. 35 sq. mi. island with population of 5 million	194 93 71 206 86 90 22 211
V. Adultery, for example	191 30 196 105 10 165 222 81 207 143 180 97 113 189 33 75
W. 24 hrs. from this evening	179 204 83 195 66 142 56 148 159 122 107 6 42
X. Island discovered by Portuguese in 1501	223 62 36 21 164 129 134 214 53
Y. Town in Conn. or Ga. or West Va.	1 7 136 146 193 87 212 119 48
Z. Island 2200 miles west of Chile	47 14 114 123 92 103
a. Novel published in U.S. in 1871	95 32 5 166 169 133 73 178 135

American Diplomacy 1781

Sellout in disguise

BY JAN K. HERMAN

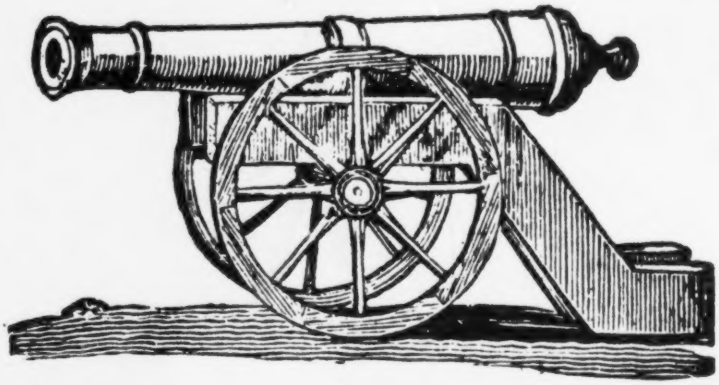
FEBRUARY 1781

REBEL victory over Tarleton's Legion at the Cowpens last month is but a brief respite for General Greene's army. Even as the last British prisoners march north to prison, the Continentals prepare to move. Lord Cornwallis is bivouacked just a few miles away with his main force. Rage and humiliation follow news of his subordinate's defeat. He orders his men to burn the baggage wagons and discard excess equipment. His Lordship is determined to catch Greene's army in an open field where the redcoats can make short work of it.

The wily Rhode Islander refuses to cooperate. He retreats north across North Carolina, Cornwallis in hot pursuit. With each mile and river ford, the British leave their supply bases further behind. Every so often Greene doubles back; his cavalry, led by the Marylander, Otho Williams, and the dashing Virginian, Light Horse Harry Lee, strike at Cornwallis' exposed flanks. By month's end, it is a thoroughly frustrated British commander who is being chased.

What Greene accomplishes is a great morale booster but, even though Cornwallis is being badly cut up and outsoldiered, the February war map is hardly encouraging. Little ground has changed hands. Overall, the British still occupy Charleston and Savannah, most of South Carolina, and all of Georgia. They hold New York City and its environs, and most of Maine. In the northwest, King George's troops garrison outposts in the territory contiguous to the Great Lakes. Only in West Florida and the lower Mississippi Valley is Britain really threatened by a European power—in this case Spain, not France.

The significance of all this is not lost on the French foreign minister. After six years of war and countless millions from the king's depleted treasury, Vergennes is beginning to view the American war as a bottomless pit. And the pleas never seem to cease. On the 13th, Franklin dispatches another pathetic appeal in which he emphasizes the plight of American arms. He encloses a paragraph of a recent letter from General Washington: "I doubt not that you are so fully informed by Congress of our political and military state, that it would be superfluous to trouble you with any relative to either. If I were to speak on topics of the kind, it would be to show that our present situation makes one of two things essential to us; a peace or the most vigorous aid of our allies, particularly in the article of *money*."



Money is the last word Vergennes wishes to hear. On the 14th, he dashes off a note to his minister in Philadelphia instructing Luzerne to tell Congress that pleas for more money must cease. "Congress rely too much on France for subsidies to maintain their army. They must absolutely refrain from such exorbitant demands. The great expenses of the war render it impossible for France to meet these demands if persisted in. You must speak in a peremptory manner on this subject; and, to give more weight, you must observe that the last campaign has cost us more than one hundred and fifty millions extraordinary, and what we are now about to furnish will surpass that sum."

Money is not the only thing troubling Vergennes. Spain continues to negotiate secretly with Britain for a separate peace, weakening an already faltering alliance. Moreover, it is becoming more likely that France may, in fact, be powerless to deter final British victory. The foreign minister concludes that the time has come to cash in the chips and make the best of a bad gamble. How, then, to end the war gracefully?

(One of a series)

What Vergennes secretly proposes to the King's Council is a disguised sellout of the United States. France will arrange for Russia and Austria to propose a truce in America with both belligerents holding the territory they now possess. In short, a good deal for Britain, a bad one for the rebels. As America's ally, France, with only the greatest reluctance, would try to convince Congress to go along. ".... Only the mediators, bound by no such ties, could make a proposition so painful to the United States."

For the honor of France and to assuage his own guilt, Vergennes will do what he can to ease the hurt. ■

Honors and Awards

MONROVIA, Liberia—At awards ceremony are, from left: communicators *Kenneth W. Mack, Kenneth J. Lampkins, Rebecca D. Davis; Jane Jazynka*, ambassador's secretary; Ambassador *Robert P. Smith; Barbara Tobias*, consular officer; *Julius W. Walker Jr.*, deputy chief of mission; *Charles H. Vorce*, building and maintenance officer.

LIBREVILLE, Gabon—Ambassador *Arthur T. Tienken*, right, presents Meritorious Honor Award to economic officer *Ronald W. Mortensen*. In the background is general services officer *Bob Salazar*.

FOREIGN SERVICE GRIEVANCE BOARD—Chairman *Richard I. Bloch*, left, presents Superior Honor Award to executive secretary *Pratt Byrd*.

TUNIS—Ambassador *Stephen Bosworth*, left, presents Meritorious Honor Award, for political reporting, to political counselor *Lewis Murray*.

OTTAWA, Canada—At meritorious service increase presentation, from left: *Raymond Silva; Allen Friedbauer;* Ambassador *Kenneth M. Curtis; William Wuensch.*

DAR ES SALAAM, Tanzania—Ambassador *Richard N. Viets* presents Meritorious Honor Award to general services officer *Lewis R. Atherton.*

CANBERRA, Australia—Communications clerk *Tom Steele* receives Meritorious Honor Award from Ambassador *Philip H. Alston Jr.* ■

Personnel: Civil Service

Promotions

GS-15

Frances Ann Armstrong and **Peter Murray Olson,** Office of Legal Adviser; **Jack William Blanchard,** Oceans and International Environmental and Scientific Affairs, Office of Environment and Health.

GS-14

Joan H. Downs and **Jeffrey R. Siegel,** Intelligence and Research; **Mary Elizabeth McLeod,** Office of Legal Adviser for Oceans and International Environmental and Scientific Affairs.

GS-13

Robert J. Day Jr., Office of Operations, Supply and Transportation Division; **Dennis James Gallagher,** Office of Legal Adviser, Management; **Robert W. Smith,** Intelligence and Research.

GG-13

Louise L. Cox, International Joint Commission; **Hartley G. Dwyer,** International Boundary Commission.

GS-12

Barry J. Alkin, Office of Communications.

GS-11

Janice E. Burke, Bureau of Personnel, Civil Service; **Marguerite R. Coffey, Karen A. McGrath, Jeanne J. Ronchetti, Linda S. Shenwick** and **David O. Wilson,** Bureau of Administration; **Lester L. Oates,** Consular Affairs; **Gary S. Roach,** Passport Office; **John Joseph Stever,** Office of Operations, Supply and Transportation Division.

GG-11

Minati Basu Roy, Foreign Service Institute.

GS-10

Mary E. Grier, Consular Affairs.

GS-9

Patrick A. Charige, Visa Office; **Harriet Ann Cronin,** Bureau of Administration; **Elaine Jo Dauer** and **Janet Margaret Tanguay,** Information Systems Office; **Dianne H. Graham** and **Kathleen A. Stemplinski,** International Organization Affairs; **Charlotte M. Hudlow,** International Narcotics Matters; **Cleste T. Lewis,** Passport Office; **Thomas A. Palcic;** Kampuchean Working Group; **S.A. Sarnowski,** Consular Affairs, Overseas Citizens Services.

GG-9

Sudarshan K. Goel, Foreign Service Institute.

GS-8

Evelyn Frades, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards; **Delilah S. Lilly,** Office of Chief of Protocol; **Dorothy Panick,** Office of Operations, Supply and Transportation Division; **Lynda Maria Walker,** Near Eastern and South Asian Affairs.

GS-7

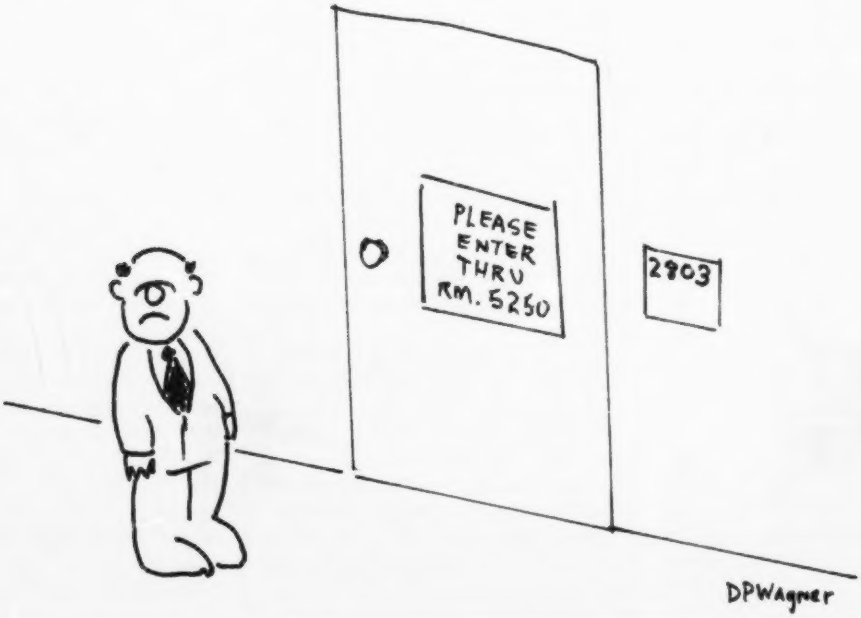
Paul E. Boudreau, Office of Operations, Foreign Affairs Information Management; **Carolyn O. Brooks,** Politico-Military Affairs; **Kathleen M. Fitzpatrick** and **Patricia A. Jackson,** Intelligence and Research; **Kathryn Gee,** Inter-American Affairs; **David R. Heyman,** Passport Office, San Francisco; **David J. Kaffenberger,** Bureau of Personnel; **Samuel D. Love, Alan W. McCurry, Brenda T. Newbitt** and **Rita Lynn,** Communications Center; **Warren J. Lunsford,** Office of Comptroller, Finance Office; **Charles W. Oppenheim,** Visa Office; **Jessie I. Orr,** Foreign Buildings Office; **Deloris M. Slaughter,** African Affairs; **Vera L. Smith,** Bureau of Public Affairs; **Hyla E. Watson,** Passport Office, Houston; **Patti M. Wiles,** Economic and Business Affairs; **Vernetta M. Young,** Office of the Secretary, Policy Planning Staff.

GG-7

Mary Alane Ambrose and **Janice Lee Miller,** U.S. Mission to UN.

GS-6

Bret D. Bellamy, Karla L. McCain and **Marlene L. Powers,** Bureau of Public Affairs; **Ann K. Garner,** European Affairs; **Hiram S. Jones,** Office of Comptroller, Finance Office; **Betty**



Jean Mack, Intelligence and Research; **Yvonne W. Scott,** Visa Office.

GG-6

Elaine C. Herdes, U.S. Mission to UN.

GS-5

Stephen T. Farrell, Pouch and Courier Operations Division; **Clarence Hardmon,** Medical Services; **Joan A. Johnson,** Passport Office, Records Branch; **Mary L. Jones,** Bureau of Public Affairs, Public Programs Division; **Deborah E. Krucelyak,** Economic and Business Affairs; **James A. Marek,** Office of Security, Technical Services Division; **Cornelius Pitts Jr.,** Office of Operations, Supply and Transportation Division.

GS-4

Steven J. Chansky and **Adrienne Denise Childes,** Medical Services; **Cheryl R. Herbert,** Bureau of Public Affairs; **Joyce Eileen Manning,** Economic and Business Affairs; **Regina C. McBrayer,** Office of Operations, Foreign Affairs Information Management; **Patricia L. Padgett** and **Gladys E. Williams,** Office of Comptroller; **Mary Ann Parker,** Pouch and Courier Operations Division; **Brenda L. Redman,** Office of Refugee Programs.

GS-3

Pamela S. Johnson, Passport Office, Detroit.

Blachly's February quiz: Composers

BY FRED BLACHLY

(Anwsers on Page 69)

Try to think of life without music. Weddings or funerals, presidential inaugurations or diplomatic receptions, movies or football games—all are enhanced when music is an integral part of the action. Mendelssohn and Wagner for weddings; Chopin or Beethoven for funerals; Sousa for parades of all kinds; Strauss for waltzes and "show tunes" for background music at parties; Tschaikovsky and Mahler for films; Barnee Breeskin for "Hail to the Redskins." These musicians have added to our awareness of events and to our enjoyment of life.

Listed below are clues to the identities of 15 composers. How many can you identify?

1. His contemporaries thought he was old-fashioned. His three composer sons thought he was an old fuddy-duddy. But other musicians as different as Beethoven, Chopin, Wagner and Debussy agree that he was the greatest composer.

2. His choral music has probably been sung more often than that of any other single composer. One of his most famous melodies is now considered a "traditional" Christmas carol.

3. He practically invented the string quartet and the modern symphony. He lived a long time and was called "Papa" by other musicians as a term of affection.

4. One of the greatest musical geniuses of all time, he was a child prodigy on the piano. He became one of the most brilliant of opera composers—and he wrote many other compositions for piano, string quartet and symphony orchestra. He died young and was buried in a pauper's grave.

5. He arrived in Vienna as one of the great virtuosos on the piano. Within 10 years he was recognized as the successor to Haydn and Mozart as a composer. Increasing, and finally total, deafness did not deter him from composing works for piano, chamber groups, and symphony orchestra against which all similar compositions have been measured ever since.

6. He was refused a scholarship at the Conservatory of Milan on the grounds that he was too old and did not have enough talent. Nonetheless he became world-famous as a composer of operas, the last two of which he wrote when he was 73 and 79. For opera buffs his name will be forever green.

7. An American, he was the first professor of music at Columbia University. His initial piano concerto was praised by Liszt. When he died at the age of 46, admirers endowed a "colony" in New Hampshire where composers can find peace and quiet for their work.

8. What composer's music was used as background in the motion picture "The Sting?"

9. One of the world's most successful composers of popular songs and musical comedies, he wrote more than 2,000 songs, the royalties to one of which he turned over to the Boy and Girl Scouts.

10. What composer, now in his 90s, has had a musical written about his life?

11. American jazz pianist and composer, he wrote the score of the first musical to win a Pulitzer prize. His folk opera about American Negro life enjoys worldwide fame, with the song "Summertime" an all-time favorite.

12. Born one generation after Victor Herbert and one generation before Richard Rodgers, he was the bridge between the old "Viennese" style of operetta and the new "American" style of musicals. In 1927 he wrote a musical based on a book by Edna Ferber. Today, more than 50 years later, five songs from this one show have become "standards." One song has lyrics by P.G. Wodehouse.

13. "Sophisticated Ladies" is a new musical based on the works of which famous American composer?

14. He died an alcoholic and a pauper in Bellevue Hospital in New York in 1864. But his songs live on. In words and music, they are so simple that many people think of them as folk music. Who has not heard of "My Old Kentucky Home" or "Jeanie with the Light Brown Hair"?

15. Called the "dean of American composers," his "Appalachian Spring" and "Rodeo" are perennial favorites of concertgoers.

New appointments

Ahnemann, Albert, Office of Operations, Supply and Transportation Division
Baker, Ricky, Office of Comptroller, Finance Office
Barnes, Judson James, Intelligence and Research
Bobbitt, Lorraine, Administrative and Clerical Pool
Bojer, Ulla Lone, Foreign Service institute
Boone, Doris M., Bureau of Administration
Brown, Tywanna, Office of Comptroller, Finance Office
Caggiano, Robert A., Office of Operations, Supply and Transportation Division, New York
Causey, Paula J., Intelligence and Research, Southeast Asia Division
Chajkowski, James J., Cuban/Haitian Task Force
Chao, Freda, Foreign Service Institute
Ching, Byron Kwock Keong, Passport Office, Honolulu
Chism, Karen Anne, Administrative and Clerical Pool
Conn, Peter David, Cuban/Haitian Task Force
Conward, Linda S., Office of Comptroller, Finance Office
De Jesus, Luis, Cuban/Haitian Task Force
Deporte, Anton W., Intelligence and Research
Dobyns Jr., Edward P., Office of Comptroller, Finance Office
Early, Michael A., Office of Comptroller, Finance Office
Exler, Randee Sue, Office of Operations, General Services Division
Ferry, Brenda, Office of Communications, Programs and Engineering Division
Fleming, Carla M., Bureau of Personnel, Foreign Service Career Development and Assignments, Junior Officers
Flood, Joan M., Office of Refugee Programs
Fox, Cindy J., Consular Affairs
Giorgio, Emanuel Charles, Office of Operations, Supply and Transportation Division, New York
Griffin, Daphne Y., Passport Office, Stamford
Gulli, Edward N., Office of Comptroller
Hackney, James Virgil, Office of Legal Adviser for Economic and Business Affairs
Hajjar, June, Office of Equal Employment Opportunity
Hardy Jr., Albert, Bureau of Personnel
Harwood, Luciana, Foreign Service Institute
Hepie, Marcellin, Foreign Service Institute
Hobson, Lois M., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Hutson, Arija Bianka, Office of Comptroller, Finance Office
Jaramillo, Mari-Luci, Inter-American Affairs
Jaramillo, Kenneth, Cuban/Haitian Task Force
Joerger, Garry W., Pouch and Courier Operations Division
Johnson, Sandra L., International Organization Affairs
Joyner, Clyde R., Office of Comptroller, Finance Office
Lewis, Cedric Lee, Pouch and Courier Operations Division
Li, De-You, Foreign Service Institute
Luster, Yvette D., Office of Comptroller, Finance Office
McCurrach, Daniela M., Foreign Service Institute
McPherson, Earl, Jr., Office of Comptroller, Finance Office
Mendelson, Keith Joel, Cuban/Haitian Task Force
Miles, Marquita A., Office of Comptroller, Finance Office
Miller, Annette D., Administrative and Clerical Pool
Missy, Johanna L., International Organization Affairs
Mogannam, E. Theodore, Cuban/Haitian Task Force
Nixon, Genevieve J., Foreign Service Institute
Ohta, Sharon E., Office of the Secretary
Parnham, Ann, Economic and Business Affairs, General Commercial Policy Division
Paz, Ewa Swistopelk, Foreign Service Institute
Quinn, Colleen Marie, Medical Services
Randall, Randolph E., Pouch and Courier Operations Division
Smith, Martha P., Northern European Affairs
Szabo, Stephen E., Foreign Service Institute
Thompson, Joan E., Administrative and Clerical Pool
Toffa, Francis K., Foreign Service Institute
Tucci, Antoinette M., Foreign Service Institute
Wahl, Dolores R., Intelligence and Research
Waska, Frances R., Near Eastern and South Asian Affairs
Wilson, Lenn Anthony, Pouch and Courier Operations Division
Woods, Elizabeth Ann, Office of Legal Adviser
Young-Hill, Claudia Anne, Cuban/Haitian Task Force

Money quiz

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals.

You can be sure your dollars are well-spent when you give to the Combined Federal Campaign, which helps support 212 service organizations of the United Way, the national health agencies, and international, national and local non-affiliated agencies.

Reassignments

Alley, Gary J., Foreign Service Institute to Office of Communications, Programs and Engineering Division
Andersen, Paul John, Office of Comptroller, Finance Office to Consular Affairs
Carroll, Gail S., Bureau of Administration to Office of Inspector General
Coleman, Belinda T., Passport Office to Intelligence and Research
Ferguson, Herbert D., Administrative and Clerical Pool to European Affairs
Grier, Mary E., Passport Office to Consular Affairs
Gross, Janice M., Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division
Haase, Constance L., Economic and Business Affairs to Bureau of Administration, Allowances Staff
Hickerson, Gladys, Administrative and Clerical Pool to European Affairs, Soviet Division
Howard, Patricia C., Bureau of Personnel to African Affairs
Kaminski, Michele L., Administrative and Clerical Pool to Near Eastern and South Asian Affairs
Kirby, Armenta von, Passport Office, Washington to Consular Affairs
Lewis, Sabrina M., Administrative and Clerical Pool to Office of Security
Lewis, Sheila L., Office of Comptroller, Finance Office to Medical Services
Mazur, Patricia A., Administrative and Clerical Pool to Office of Security
McCaffrey, Diane A., Bureau of Personnel to Bureau of Public Affairs
Miller, Jeffrey D., Administrative and Clerical Pool to Bureau of Personnel
Moraes, Geraldine J., Passport Office, New Orleans to Visa Office
Palmer, Gwendolyn M., Passport Office to Visa Office
Pipes, Rita A., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Reel, Lauren, Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Robinson, Helen A., Passport Office to Office of Operations, Supply and Transportation Division
Slaughter, Delores M., Central African Affairs to Visa Office
Watkins, Floyd L., Politico-Military Affairs to Near Eastern and South Asian Affairs

Williams, Belinda L., Administrative and Clerical Pool to Economic and Business Affairs

Resignations

Abularach, Ligia B., Cuban/Haitian Task Force
Ajmone-Marsan, Rosetta, Foreign Service Institute
Allen, Celeste D., Passport Office, Los Angeles
Bailey, Lisa A., East Asian and Pacific Affairs
Blake, Evi P., Intelligence and Research
Bonner III, Douglas G., Near Eastern and South Asian Affairs
Brackett, Paula K., Cuban/Haitian Task Force
Brown, Leomie C., Near Eastern and South Asian Affairs, Office of Pakistan, Afghanistan and Bangladesh Affairs
Carr, Judy F., Passport Office, New Orleans
Case, Kathleen J., Economic and Business Affairs, Office of Investment Affairs
Cassagnol, Maud Marie, Cuban/Haitian Task Force
Cesaire, Avenel John, Cuban/Haitian Task Force
Ciceron, Raynold, Cuban/Haitian Task Force
Clark, Kathleen Francis, Passport Office, Philadelphia
Collazo, Amado, Cuban/Haitian Task Force
Cossio-Pinero, Rosa, Cuban/Haitian Task Force
Crosser, Joy R., Office of Operations, Foreign Affairs Information Management
Davis, Gayla Ann, Passport Office, Houston
Davis, Jeffrey M., Office of Comptroller
Del Valle, Harry, Cuban/Haitian Task Force
Donovan, Theresa M., Office of Security, Education and Training Division
Douyon, Guy R., Cuban/Haitian Task Force
Duharte, Rafael, Cuban/Haitian Task Force
Duplan, Robert, Cuban/Haitian Task Force
Edgerly, Mary Beth, Office of Executive Director of Department
Eiriz, Miguel, Cuban/Haitian Task Force
Elias, Lillian, U.S. Mission to UN
Etienne, Etchika Merry, Cuban/Haitian Task Force
Farmer, Helen H., Office of the Secretary
Florez, Ramon A., Cuban/Haitian Task Force
Foz, Armand V., Passport Office, Seattle
Fuentes, Martha, Cuban/Haitian Task Force
Garcia, Ibis Isabel, Cuban/Haitian Task Force
Garcia, Lourdes, Cuban/Haitian Task Force
Getz, Alexandra J., European Affairs
Gonzalez, David V., Cuban/Haitian Task Force
Gonzalez, Deborah A., Cuban/Haitian Task Force
Gonzalez, Lucy, Cuban/Haitian Task Force
Haugabrook, Tonya V., Office of Security, Evaluation Division
Heist, Vicki Lynn, Passport Office, Seattle
Hoplan, Herman E., Cuban/Haitian Task Force
Houser, Kathleen S., Bureau of Personnel
Huntley, Allen Patrick, Office of Operations, Foreign Affairs Information Management
Hurwicz, Maxim Daniel, Cuban/Haitian Task Force
Jimenez, Luis, Cuban/Haitian Task Force
Johnson, Robert G., Cuban/Haitian Task Force
Laroche, Marie Judith, Cuban/Haitian Task Force
Lenehan, Emily Terrella, Cuban/Haitian Task Force
Lopez, Charles J., Cuban/Haitian Task Force
Lopez, Eddie Jesus, Cuban/Haitian Task Force
Lopez, Gracie, Cuban/Haitian Task Force
Lucas, Joy D., Office of Security, Education and Training Division
Lupo Jr., Michael C., U.S. Mission to UN
Martelly, Anne Marie, Cuban/Haitian Task Force
Martinez-Agullo, Jose L., Cuban/Haitian Task Force
Martinez, Felipe, Cuban/Haitian Task Force
Medlock, Wandar J., Passport Office, Honolulu
Moise, Reynold, Cuban/Haitian Task Force
Molina, Ray, Cuban/Haitian Task Force
Nagrodzki, Thaddeus M., Foreign Service Institute
Odige, Saintuil, Cuban/Haitian Task Force
Olazo, Patricia D., Cuban/Haitian Task Force
Pappas, Evelyn D., Bureau of Public Affairs
Peltran, Jean J., Cuban/Haitian Task Force
Plunkett, Claire, Bureau of Personnel, Civil Service
Ramos, Maria, Cuban/Haitian Task Force
Randolph, Marguerite Z., Office of the Secretary
Ranilli, Peter J., Cuban/Haitian Task Force
Ray, Patricia C., Foreign Service Institute
Refuse, Marie Y., Cuban/Haitian Task Force
Richardson, Elliot L., Office of the Secretary
Ritter, Daniel E., Passport Office, Detroit
Rodriguez, Ricardo, Cuban/Haitian Task Force
Rusinko, David Joseph, Passport Office, Los Angeles
Salvo, Giovanni, Foreign Service Institute
Sanchez, Bartolomeo D., Cuban/Haitian Task Force
Sandige, Rhonda R., Bureau of Personnel
Silas, Joanne, Passport Office, Records Branch
Smallwood, Patricia B., Pouch and Courier Operations Division
Smith, Gerard C., Office of the Secretary
Swann, Felecia W., Bureau of Personnel
Vail, Geraldine Anita, Cuban/Haitian Task Force
Vasquez, Albert, Cuban/Haitian Task Force
Velez, Feliz N., Cuban/Haitian Task Force
Vigil, Robbie Allen, Cuban/Haitian Task Force
Ward, Lucian J., Pouch and Courier Operations Division
Wilkerson, Joseph, Cuban/Haitian Task Force
Woodson, Janine Michele, Office of Comptroller, Finance Office
Wootten, Alfred Vernon, Cuban/Haitian Task Force
Xantus, Frantz, Cuban/Haitian Task Force

Retirements

Block, Paul, U.S. Mission to UN
Flynn Jr., John J., Passport Office, Boston
Gonzalez, Charlotte K., Office of Comptroller, Finance Office
Hall, Catherine E., Intelligence and Research
Jeppson, Shirley M., Passport Office, San Francisco
White, Margaret G., Office of Comptroller, Finance Office
Wood, Dorothy E., Visa Office
Yambor, John F., Foreign Buildings Office ☐

Text is available

Proposed regulations have been issued on subsistence payments for extended training assignments. The text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

TALENT WANTED

Hey, we need you!

STATE magazine
has immediate openings for:

Guest cartoonists—
To try their hand at drawing an editorial cartoon or a humorous cartoon . . .

Poets—
To capture the milieu of our posts around the world; to bathe us in the imagery of life in the Foreign Service — which includes, of course, the bureaucracy in Washington. . .

Photographers—
To help us depict graphically what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—
Of serious essays, light essays, articles about Department operations, stories on the people at State. . .

These STATE "jobs"

PAY NOTHING

(but you do get a byline)

Send contributions or queries to:
Room 4515
Department of State
Washington, D.C. 20520

(We are an Equal Opportunity Employer)

Personnel: Foreign Service

New appointments

Appleton, Richard, Junior Officer Corps
Aulds, Susan I., Junior Officer Corps
Babin, Virginia T., Tegucigalpa
Baron, Jeffrey J., Junior Officer Corps
Bean, James Warren, Junior Officer Corps
Bennett, John T., Faculty Adviser
Berghoefer, Gale E., Junior Officer Corps
Berry, Rita A., Georgetown
Buss, Nancy R., Port-au-Prince
Campbell, Martha L., Junior Officer Corps
Clift, Donna J., Managua
Cohen, Lawrence E., Junior Officer Corps
Cohen, Rita M., Georgetown
Curtiss, Richard Holden, Classification/Declassification Center
Deardorff, Nancy L., Moscow
Dibble, Philo L., Junior Officer Corps
Edwards, Eddie, Bureau of Personnel, Board of Examiners
Elmore, Janice, Junior Officer Corps
Feurtado, Gardel, Junior Officer Corps
Flores, Ava, La Paz
Funkhouser, Richard, Classification/Declassification Center
Grant, William B., Department of Defense
Greenwald, Liliana M., Mexico
Harper, David Adamson, Panama
Holland, John E., Office of Security, Technical Support Branch
Iacobbucci, Ellis G., Office of Communications, Programs and Engineering Division
Ifill, Maria, Junior Officer Corps
Isaacson, Paul Wilton, Junior Officer Corps
Johnson Jr., William M., Classification/Declassification Center
Kaddaras Jr., James C., Junior Officer Corps
Kirby, Michael, Junior Officer Corps
Lamm, Charles F., Junior Officer Corps

A few days before his inauguration, *President-elect Reagan* confers with Secretary-designate *Alexander Haig* at Blair House.

Lopez, Irene L., Mexico
Manhard, Phillip W., Classification/Declassification Center
Manz, Matthias, Junior Officer Corps
McHale, Austin P., Information Systems Office
McKee, Craig, Junior Officer Corps
Miller, William F., Stuttgart
Mills, John L., Panama
Mire, Lawrence J., Junior Officer Corps
Molina, Ernesto R., Junior Officer Corps
Mulloy, Henry E., Mexico
Ober, Elizabeth A., Moscow
Pabst, Thomas, Junior Officer Corps
Peterson, Hilding Adolphus, Classification/Declassification Center
Petty, Michelle W., Montreal
Reichard, Dorothy L., Mexico
Romano, Adrienne J., Mexico
Rominger, Pamela J., Port-au-Prince
Saturni, Fabio M., Junior Officer Corps
Seibold Robert H., Junior Officer Corps
Slusarczyk, Theodore J., Junior Officer Corps
Stanford, Ann, Junior Officer Corps
Stephens, Ruth V., San Salvador
Taige, Robert O., Junior Officer Corps
Vanson, Paul, Junior Officer Corps
Walker, Lawrence, Junior Officer Corps
Watts, Robert, Junior Officer Corps
Weiss, David A., Junior Officer Corps
Wheeler, Paul Edwin, Classification/Declassification Center
Whitridge, Jacqueline L., Ottawa
Williams, Robert Eric, Junior Officer Corps
Zurhellen Jr., Joseph Owen, Classification/Declassification Center

Transfers

Abell, Nancy C., Consular Affairs to Edinburgh
Alexander, Gary Roy, Guadalajara to Office of Comptroller
Allen, Burton O., Tegucigalpa to Intelligence and Research
Andrusyszyn, Walter E., Junior Officer Corps to Stockholm
Asencio, Diego C., Bogota to Inter-American Affairs
Bailey, Bonnie J., Tel Aviv to Oslo
Baker, Pearl A., Mexico to Istanbul
Bardziak, Francis W., Tel Aviv to Moscow
Bauserman, Benny E., Monrovia to Kuala Lumpur
Bishop, Robyn M., Sydney to Kuwait
Bolling, William James, Monterrey to Buenos Aires
Booher, Sarah L., Ouagadougou to Bogota
Bowcutt, Michael Clifford, Karachi to Wellington
Bowker Jr., Donald L., Mogadishu to Athens
Bradrick, Maxine J., Mali to Foreign Service Institute
Breese, Terry Alan, Bujumbura to Republic of Singapore

Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

Busch, Cherryl D., Kinshasa to Rabat
Buttolph, Gerald A., Athens to Office of Communications
Carr, Carolyn I., Afghanistan to Near East and South Asian Affairs
Cashwell, Wayne F., Office of Communications, Programs and Engineering Division to Panama
Cecil, Joseph A., Accra to Lome
Chubb, Don Lee E., Manila to Office of Communications
Ciorlieri, Lisa B., USSR to Rome
Cipriano Jr., Joseph J., Office of Security, Technical Division to Athens
Clarke, Walter S., Djibouti to Lagos
Corydon III, Jeff, Djibouti to Port Louis
Couch, Thomas M., Foreign Service Institute to Melbourne
Cox, Florine B., Kingston to Inter-American Affairs
Coyne, Patricia M., Beirut to New Delhi
Cram, Richard W., Athens to Office of Communications
Crook-Castan, Clark Harris, Ghana to Brussels
Cross, Kumiko I., Foreign Service Institute to La Paz
Crowe, James M., Office of Security, Washington Field Office to Kabul
D'Hont, Diana K., Brussels to Sao Paulo
Dadam, Mary, Paris to Cairo
Dale Jr., Chester H., Thailand to Abidjan
Davis, Guy J., France to Kinshasa
Day, John G., Ottawa to Bureau of Personnel
Declercq, Wilfred F., Sinai Field Mission to Bureau of Personnel, Board of Examiners
Deibler, Roy A., Sinai Field Mission to Ankara
Diedrich, William S., Inter-American Affairs to Mexico
Doscher, Charles R., Foreign Service Institute to Ankara
Doscher, L. Dawn, Foreign Service Institute to Ankara
Dow, Wayne V., Chile to Monrovia
Dudley, Anthony A., Egypt to Bangkok
Duhart, Donna J., Frankfurt to Nouakchott
Duhart, George A., Manila to Office of Communications
Dupert, Louis Harris, African Affairs to Salisbury
Ehrich, Virginia E., Inter-American Affairs to Bogota
Engle, Lowell L., Office of Communications to Djibouti
Ericksen, Emil P., Canada to Intelligence and Research, Office of Economic Research and Analysis
Escobedo, George L., Bonn to Istanbul
Essington Sr., Robert R., Management Operations to Islamabad
Farrell, James F., Brussels to Brasilia
Fielder, Anita M., Inter-American Affairs to Santo Domingo
Fleischer, Michael Paul, Junior Officer Corps to Brazzaville
Fleming Jr., William T., Mexico to Department of Commerce
Flemister, Zandra I., Argentina to Madrid
Fox, Galen W., Inter-Governmental Assignment to Intelligence and Research
Frandock, Michael, Hong Kong to Canberra
Freeman, Anthony G., Foreign Service Institute to Rome
Gabriel, William S., Monrovia to Office of Communications
Gagnon, Linda M., Zaire to Abidjan
Garrison, Sheryl B., Philippines to Dar-es-Salaam
Gerber, Mary I., London to Montreal
Giegling, Gilbert H.C., Freetown to Hong Kong
Givens, Thomas M., Mexico to Pretoria
Goff, Edward H., Junior Officer Corps to London
Gonzales, Luis Z., Djibouti to Office of Communications
Goodrich III, George W., Office of Security to San Salvador
Greene, Robert B., European Affairs to Prague
Gregory, Barbara Ann, Tunis to Bombay
Gregory, Mildred, Stuttgart to Karachi

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

—Daily newspapers (back issues on microfilm)

BERLIN—Ambassador *Herbert Okun* cuts ribbon opening lounge at the embassy. From left: assistant public affairs officer *Paul Smith*, regional security officer *Paul Tubbs*, consular officer *Ed Smith*, administrative officer *Ruth Willow*, general services officer *Bill Jackson*.

Gwynne, J. Guy, Department of Commerce to Brasilia
Hambley, Mark G., Saudi Arabia to Tunis
Hanser, Kathleen M., Montreal to Bucharest
Hao, James H., Dacca to Niamey
Harris, Ennan H., Bangkok to Addis Ababa
Hayes, Linda A., Bahrain to Islamabad
Headrick, William A., Port-O-Spain to Bonn
Hendon, Owen W., Foreign Buildings Office, Washington to Hong Kong
Hill, Kenneth L., Lisbon to Yaounde
Hinson, Robyn Elaine, Zaire to Bridgetown
Hirst, Dennis F., Algeria to Paris
Horan, Harold E., Lilongwe to African Affairs
Hyde, Roger L., Monrovia to Office of Communications
Jones, A. Elizabeth, Baghdad to Near Eastern and South Asian Affairs
Kahdy, Sally E., San'a to Geneva
Kaufman, Robert E., U.S. Mission to UN to International Organization Affairs
Kleng, Daniel, London to Intelligence and Research
Kicha, Edward R., Kinshasa to Office of Communications
Kohlenbush Jr., William E., Ecuador to Kaduna
Kopera, Rose M., Lima to Rome
Kovich, Michael J., Guatemala to Kabul
Landis, Marlene M., Lagos to African Affairs
Lane, Phillip G., Office of Communications to Nairobi
Larson Jr., Harry L., Rio de Janeiro to Bridgetown
Laycock, Valerie, Rome to Port Louis
Lebourgeois, Julien, Foreign Service Institute to Stockholm
Libenson, Michael B., Barbados to African Affairs
Lindsey, Amy D., Oceans and International Environmental and Scientific Affairs to Tegucigalpa
Lindsey, Homer L., Nairobi to Office of Communications
Linger, William J., Dominican Republic to Mexico
Lira, Consuelo M., Spain to Jerusalem
Loftus, Gerald J., Bridgetown to Tunis
Lutz, James C., Sofia to Bonn
Maciejewski, Theresa E., Asuncion to Inter-American Affairs
Madison, Michelle M., Netherlands to Guadalajara
Mahoney, Richard F., Rabat to Near Eastern and South Asian Affairs
Main, Richard A., Monrovia to Jakarta
Malcomson, James L., International Organization Affairs to Paris, UNESCO
Marik, Warren J., Near Eastern and South Asian Affairs to Colombo
Marks, G. Rosalind, Belgium to Guatemala
Matthews, Francis Edward, India to Georgetown
McGowan, Howard L., Praia to Bureau of Personnel
Meister, Jean E., Czechoslovakia to Warsaw
Michalak, Michael W., Pakistan to Foreign Service Institute
Miller, Ronald L., Abidjan to Vienna
Mitchell, Jerry K., Togo to Intelligence and Research, Commodity and Developing Country Division
Moller, Kenneth B., Singapore to Rabat
Moore, Shirley R., Brussels to Warsaw
Morris Jr., Charles H., Jakarta to Nairobi
Mouser III, Grant E., Department of Defense to Hamburg
Murphy Jr., John J., Amman to Near Eastern and South Asian Affairs
Nelson, Bruce L., Office of Communications to Manila
Nicholson, Marc E., Politico-Military Affairs to Lisbon
Nixon, Janet Mildred, Inter-American Affairs to Santiago
Norris Jr., Marion V., Islamabad to Rome
Noyes, Jon Lane, Department of Commerce to Conakry
Nydell Jr., Carl C., USSR to Nairobi

O'Brien, John Joseph, Warsaw to Leningrad
O'Brien, Margaret Y., Warsaw to Leningrad
O'Brien, Joseph A., San Jose to Bissau
Parker, John W., USSR to Intelligence and Research
Powell, Gregory V., Junior Officer Corps to Manila
Prichard, Hiram W., Beijing to Office of Communications
Queen, Richard I., Tehran to Intelligence and Research
Renke, Lorraine P., Montevideo to Geneva
Richmond, Elizabeth T., Sinai Support Mission to Consular Affairs
Rossin, Lawrence George, Durban to Bridgetown
Sala, Joseph Lee, Ecuador to Inter-American Affairs
Salvucci, Paula B., Thailand to Curacao
Sanders, Marguerite O., Nairobi to Brussels
Schrader, Roger C., Bonn to London
Schroeder, Beverly A., Economic and Business Affairs to Canberra
Schwegel, Virginia S., European Affairs to The Hague
Schweitzer, Jeanette M., European Affairs to Copenhagen
Scogna, Baldwin Paul, Dhahran to Port-au-Prince
Scott Jr., Kenneth M., Cameroon to Foreign Service Institute
Semakis, Larry W., Department of Commerce to Near Eastern and South Asian Affairs
Sera, Michiko Jean, Pakistan to Paris
Sher, Virginia, Foreign Service Institute to Kuwait
Skinner, Frank W., Kuwait to Beirut
Smith, Elizabeth I., Foreign Buildings Office to Belize City
Smith, Sally T., Damascus to Yaounde
Sonandres, Thomas W., Sofia to Georgetown
Sparkaman, Paula Yvonne, European Affairs to Paris
Squire, Christopher A., Canberra to Leningrad
Stader Jr., Donald E., Udorn to Bangkok
Steinmetz, John P., Mexico to Department of Commerce
Stephens, Doris Kathleen, Port-O-Spain to Guangzhou
Stevens, Lynn E., Lesotho to Johannesburg
Stevenson, Lloyd C., Germany to Gaborone
Stickler, Barbara M., Dakar to Rome
Taylor, Luther T., Office of Communications to Manila
Vanderhoff, James, Nairobi to Panama
Vazquez, Nereida Maria, Italy to Medellin
Velarde, Margaret E., Oslo to Singapore
Waight, James W., Pouch and Courier Operations Division to Bangkok
Walling, Linda L., Belgrade to European Affairs
Walling, Robert R., Belgrade to Office of Communications
Washington, Lonnie G., Santo Domingo to Maseru
Watkins Jr., Guy W., Brasilia to Quito
Weaver, Alice M., Mexico to Lagos
Wilgis Jr., Herbert E., Foreign Service Institute to Prague
Wilson, Charles F., Manila to Caracas
Wilson, Edward B., Nigeria to Amman
Wilson, Mary Frances, Mexico to Inter-American Affairs
Wilson, Sally E., Nigeria to London
Ziemer, Suzanne E., Budapest to European Affairs
Zimmermann, Robert E., Belgium to Jerusalem

Resignations

Babin, Virginia T., Tegucigalpa
Belgard, Joan E., Mexico
Bergesen, Marion S., Port-au-Prince
Bush Jr., William C., Office of Communications, Programs and Engineering Division
Clift, Donna J., Managua
Collins, Diane D., Guatemala
Dickelson, Michael J., Office of Security, Washington Field Office
Divoff, Suzanne M., Guatemala
Earle II, Ralph, Arms Control and Disarmament Agency
Falkner, Val R., Managua
Flores, Ava, La Paz
Furman, Bradley, Port-au-Prince
Hegburg, Alan Shaw, U.S. Department of Energy
Kelley, Elaine M., Tegucigalpa
Koenig, Rudolph J., Freetown
Loehr, Larrie D., East Asian and Pacific Affairs
O'Connell, Cynthia S., San'a
Roche, Peter J., Office of Security, Education and Training Division
Rominger, Pamela J., Port-au-Prince
Smith, Richard W., New Delhi

Retirements

Austern, Donald M., Inter-American Affairs
Baxter, Craig, Oceans and International Environmental and Scientific Affairs, Office of Cooperative Science and Technology Programs
Bennett, John T., Faculty Adviser
Boggs, Leslie M., Canberra
Cohn, David H., Intelligence and Research
Conlon, Thomas F., Intelligence and Research
Copp, Jean T., Paris
Correri, Louis J., Office of Communications
Davis, Edward L., Intelligence and Research
Deporte, Anton W., Intelligence and Research
Grant, William B., Department of Defense
Gulli, Edward N., Office of Comptroller
Heyniger, Lambert, Office of Deputy Secretary of State
Johnson, Richard G., Bureau of Personnel
Lee, John W., Munitions Control
Lopez, Carlos, International Narcotics Matters
McDermott, James M., Office of Security, Domestic Operations Division
McHale, Austin P., Information Systems Office
Miller, William F., Stuttgart
Mills, John L., Panama
Morrow, Juanita M., Monrovia
Mosley, Willa D., Khartoum
Sacksteder, Frederick H., Bureau of Personnel
Salsavage, Metro W., Office of Communications, Security Division
Stokes, Joan P., International Organization Affairs
Wahl, Dolores R., Intelligence and Research ☐

Commissioning and Tenure Board is extended

The mandate of the Commissioning and Tenure Board has been extended by Foreign Affairs Manual Circular 3, dated January 12, 1981, to include a review of Foreign Service Reserve officers employed under the Mid-Level Hiring Program. Such officers will be appointed as FSOs on the recommendation of the board. Initial reviews of candidates are to occur as soon as possible after the candidate has served three years. Subsequent reviews would occur 12 months thereafter.

Employees hired under the program prior to last month may continue to qualify for FSO appointments on the basis of a second oral examination, as provided at the time of their employment. This second examination would be eliminated for all employees hired under the program since the first of this year. The board is to review the first group of candidates next month. ☐

FSS-9/10 rating period

The rating period for FSS-9 and 10 employees has been changed from January 1 through December 31 to the regular Foreign Service cycle, April 16 to April 15 of each year. As a transition between the two rating periods, the period from January 1 to April 15, 1981, is to be included in one regular evaluation report due in the Office of Performance Evaluation, Bureau of Personnel, by May 15. The report should cover the period January 1, 1980, to April 15, 1981. ☐

Class 6 board convenes

The second session of the 1980 Class 6 Selection Board was to convene on January 27 to review the files of tenured FSO/R/RU-6 and FSSO-4 officers. Members of the board are R. Peter Spicer, FSO-2, chairman; State members Carolyn Allen, FSO-4, Jake M. Dyels Jr., FSO-4, and Oliver P. Garza, FSO-4; "other agency" member Jean Mammen, FSIO-4; and public member Charito Kruvant, president, Creative Associates, Washington, D.C. ☐

1980 promotion statistics for Foreign Service employees

These data reflect average age, time-in-class, and length-of-service information for all Foreign Service personnel promoted by the 1980 selection boards, and for those eligible but not promoted.

For comparative purposes, according to the Office of Performance Evaluation, these data are most useful for those pay plans and classes having sufficiently numerous population groups in competition for promotion opportunities to be significant. For example, if only one or two persons were promoted out of a very limited competition group, or for a competition group with extremely limited promotion opportunities, the data would be relatively meaningless, the office said. This is often the case, it added, with FSR/RU and FSS generalist and specialist competition groups. The data were said to be most useful for FSO cone and class averages, communications, security and secretarial specialist class averages.

Generally speaking, the overall homogeneity of the data was seen as reflecting "surprisingly normative standards for the different cones, within a class and from one class to another."

The office requested that the following correction be noted in the statistics printed in NEWSLETTER special supplement No. 227, as to the FSR/RU and FSS promotion list, October 1980:

Class and function	Number promoted	% of persons eligible
Secretaries	39	17.9%
Communicators	89	65.6%

Foreign Service officers

	Average age		Time in class		Length of service	
	Promotees	Eligibles	Promotees	Eligibles	Promotees	Eligibles
FSO-2						
Prog. dir.	50.0	52.1	4.5	4.6	23.8	25.3
Admin.	52.5	52.9	4.6	4.3	23.5	24.5
Consular	51.8	54.9	5.6	4.4	15.6	25.8
E/C	49.4	52.6	4.0	4.8	23.7	25.1
Political	51.2	53.0	4.7	4.9	23.7	25.5
Total	50.5	52.7	4.5	4.7	23.5	25.2
FSO-3						
Prog. dir.	47.0	47.8	5.6	6.0	22.0	22.0
Admin.	48.3	50.1	4.8	5.1	17.4	19.3
Consular	47.3	51.0	5.1	4.7	18.1	21.6
E/C	45.3	48.0	8.2	5.3	19.3	20.5
Political	46.4	47.7	5.6	5.5	20.0	20.5
Total	46.3	48.3	6.4	5.4	19.6	20.5
FSO-4						
Admin.	45.3	44.3	5.6	3.8	18.2	16.5
Consular	44.0	42.0	5.7	3.5	17.8	15.0
E/C	42.6	40.5	6.9	4.6	16.1	14.3
Political	42.1	41.7	6.3	4.9	16.9	15.6
Total	42.9	41.7	6.3	4.4	16.9	15.2
FSO-5						
Admin.	40.5	39.1	5.0	3.6	11.7	11.2
Consular	39.5	38.7	4.8	3.5	10.5	9.9
E/C	36.5	34.2	4.0	2.7	8.5	7.4
Political	36.7	36.0	6.0	4.0	10.7	8.7
Total	37.8	36.9	5.3	3.6	10.5	9.1
FSO-6						
Admin.	36.1	35.2	3.3	2.8	6.5	5.5
Consular	34.1	32.5	2.7	2.5	5.8	5.6
E/C	32.4	30.9	2.9	2.3	4.8	4.6
Political	32.6	32.1	3.4	2.7	5.5	5.2
Total	34.0	32.6	3.0	2.5	5.8	5.7

Foreign Service Reserve and Staff

	Average age		Time in class		Length of service	
	Promotees	Eligibles	Promotees	Eligibles	Promotees	Eligibles
FSR/RU-2 Total	49.1	51.8	2.8	3.8	12.3	9.3
FSR/RU-3 Total	46.4	49.2	2.3	3.8	11.6	10.0
FSR/RU-4 & FSS-2						
Generalists	46.5	47.9	3.5	3.5	10.5	11.3
Communicators	51.2	50.7	4.7	4.9	17.6	20.3
Security	40.5	42.0	3.8	3.3	11.4	9.7
Other specialists	46.1	46.0	2.2	3.4	5.3	8.1
Total	45.2	45.7	3.6	3.5	7.8	10.9
FSR/RU-5 & FSS-3						
Generalists	47.8	55.7	3.4	3.1	17.2	14.0
Communicators	50.8	47.1	5.2	4.5	23.8	17.5
Security	35.1	34.7	2.1	1.9	5.9	5.9
Other specialists	41.0	44.4	2.2	3.1	5.4	7.9
Total	43.5	47.1	3.1	3.1	12.2	12.0
FSR/RU-6 & FSS-4						
Generalists	44.2	45.1	3.3	3.1	15.6	14.3
Communicators	42.2	44.4	2.7	3.9	16.4	16.5
Security	34.5	35.5	1.6	3.8	5.2	4.8
Other specialists	45.7	46.7	3.3	2.9	9.3	9.5
Total	41.6	44.0	2.7	3.6	11.5	13.9
FSR/RU-7						
Generalists	35.5	36.3	2.9	2.8	10.2	9.9
Communicators	41.4	43.4	3.1	2.9	16.1	16.0
Other specialists	41.2	39.4	3.0	2.7	4.9	4.6
Total	39.9	42.1	3.0	2.8	10.2	13.7
FSS-5						
Generalists	50.2	49.6	4.1	4.0	13.8	16.6
Secretaries	52.3	49.4	10.7	5.8	22.9	18.3
Communicators	49.0	45.7	7.3	5.0	18.2	17.1
Other specialists	35.5	35.5	6.5	6.5	13.4	13.4
Total	50.0	48.4	7.8	5.5	18.6	17.8
FSR/RU-8						
Generalists	0	27.8	0	3.2	0	3.2
Communicators	37.1	38.6	2.5	2.8	11.1	8.0
Other specialists	0	56.3	0	3.2	0	3.2
Total	37.1	37.6	2.5	2.7	11.1	6.4
FSS-6						
Generalists	36.8	38.7	1.9	3.5	8.0	11.4
Secretaries	43.1	45.0	4.8	4.8	11.0	13.1
Communicators	40.6	41.5	4.1	3.9	12.8	13.2
Other specialists	0	0	0	0	0	0
Total	41.4	43.9	4.3	4.5	12.0	13.1
FSS-7						
Generalists	0	0	0	0	0	0
Secretaries	39.9	41.9	2.6	3.3	5.7	7.1
Communicators	35.3	37.3	2.2	2.4	6.0	6.6
Other specialists	0	55.0	0	10.2	0	15.5
Total	38.0	41.0	2.5	3.2	5.8	7.1
FSS-8						
Generalists	0	0	0	0	0	0
Secretaries	38.2	38.6	2.2	2.3	2.7	2.8
Communicators	34.9	35.6	2.2	2.1	3.2	3.2
Other specialists	0	44.6	0	5.5	0	9.7
Total	37.4	38.1	2.2	2.4	2.8	3.2 ■

Bureau Notes

Secretary's Office

The Office of Liaison with State and Local Governments, in cooperation with the Bureau of Public Affairs, hosted a foreign policy briefing for 200 state legislators, at the Department, December 18. Deputy coordinator DAVID SHINN met the week of December 8 with city officials in Kansas City, Mo., concerning the establishment of a Pearson job; in Vancouver, with FSO STAN BROOKS, who is on a Pearson assignment; in Salem, with the Governor's Commission on Foreign Languages and International Studies, and in Santa Ana/Garden Grove, Calif., with city officials to discuss the establishment of Pearson assignments. CYNTHIA LEONARD, staff assistant, has left the Office of the Executive Director, to continue her education. ☐

OFFICE OF PROTOCOL

Chief of Protocol ABELARDO L. VALDEZ presented the following with awards for their service: RICHARD GOOKIN (quality step increase); RICHARD MASSEY (letter of commendation); DEE LILLY (letter of commendation and Meritorious Honor Award); and VASILIOS FORTINOS (letter of commendation). A new employee in Protocol is BECKY VIGIL (Diplomatic and Consular Liaison Division). Mr. Valdez and members of the Staff escorted the diplomatic corps to the various presidential inaugural events, January 18-20. ☐

GUATEMALA CITY—Members of the U.S. embassy pistol team that won first place in a law enforcement shooting tournament. From left: security agents *Manuel Gonzalez* and *Jorge Lopez*, assistant regional security officer *George Goldstein*, chargé *Melvin Sinn*, investigator *Marco Gonzalez*, regional security officer *Willard E. Marsden Jr.*, senior investigator *Jorge Lemus* and agent *Manuel Cámbara*.

Administration

EXECUTIVE OFFICE

All divisions of the Executive Office have moved to Room 3800 of the Main State building. The Personnel Management and Administrative Services Divisions are located in the front offices of the suite, for easy access by bureau personnel. ☐

OFFICE OF SECURITY

THOMAS M. TRACY, assistant secretary for administration, opened the regional security supervisors conference, held in the Department January 5-16, with remarks regarding the Foreign Service Act, security enhancement projects and Department funding under provisions of a continuing resolution in Congress. Those attending included RON KELLY and GENE BISHOP (Near East and South Asia), BILL ARMOR and JIM KOLESNIK (Europe), MARV DOIG (East Asia and Pacific), ROGER ROBINSON (Inter-America) and RALPH LAURELLO (Africa). Presentations were made by each of the participants regarding threat levels, unique problems at specific posts and the status of security projects in their areas. Individuals who addressed the conference included KARL D. ACKERMAN, deputy assistant secretary for security; MARV GARRETT, assistant director for operations; JOE MERESMAN, executive director, Bureau of Administration; BILL SLAYTON, deputy assistant secretary for foreign buildings; MIKE COUGHLIN, director of security, AID; and CHUCK ANGULO, special assistant (employee relations), Office of Management, State's Bureau of Personnel.

Mr. Ackerman and KEITH GWYN, chief, Dignitary Protection Division, attended the American Society for Industrial Security convention, in New Orleans, January 12-13. Mr. Ackerman addressed the convention January 12 on "The U.S. Government Agencies' Role in Combatting Terrorism." Mr. Gwyn gave a presentation January 13 on "Executive Protection and Threat Assessment." CASPER PELCZYNSKI, chief, Engineering Branch, and TOM ALLEN, chief, Development Section (both in the Technical Services Division), consulted with Department contractors at Lawrence Livermore Laboratories and Intrusion Detection Systems, in San Francisco, December 16-19. JOAN LOMBARDI, Command Center/Watch Officer Group, attended the regional conference for the National Law Enforcement Telecommunications System, in Hartford, Conn.

EDWARD V. HICKEY, regional security officer, London, served on the President-elect's transition team during December. Regional security officers STAN BIELINSKI (The Hague), GREG BUJAC (Tel Aviv), RALPH CHIOCCO (Havana), CLIFTON FLOWERS (Frankfurt), FRED LECKER (Kabul), DAVE ROBERTS (Moscow) and SCOTT TRIPP (Canberra) were in the Department on consultation, in December-January. JIM BLYSTONE, Foreign Operations Division/Inter-American Affairs, was on temporary duty in Mexico and Havana during December. To provide better technical service to posts in Mexico, an Engineering Services Office was established at Embassy Mexico City, November 25. JOHN R. BAINBRIDGE is the officer in charge. Both the regional security supervisor's office and the Marine company commander's office in Hong Kong were relocated to Manila in January. (The Engineering Services Center, Hong Kong, was relocated to Manila last October. MARVIN DOIG is in charge of the security office.

JOHN RICHARDSON, assistant director for protective security, retired in January, and JOHN CLEMMONS, chief, Investigations Division, assumed the assistant director position effective January 19. All members of the Dignitary Protection Division participated in advance arrangements for the presidential inauguration. BOB BLACKBURN, Dignitary Protection, was on temporary duty at Embassy Beirut for one month. BOB DAVIS, Dignitary Protection, spent three weeks in Maine during December on protective detail assignment. CHARLIE PRUITT and PETE GALLANT, Domestic Operations Division, coordinated security arrangements for the President-elect's cabinet meeting at the Department, in January. Domestic Operations participated in a General Services Administration fire and safety survey of Blair House, in December.

WALTER SARGENT, formerly regional security officer, Beirut, was designated acting chief, Education and Training, last November 17 through this month. The Foreign Service Institute's terrorism seminar has been expanded to a two-day program entitled "Coping With Violence Abroad." The pilot presentation was January 5-6. Lectures and films were presented by the Department's Office of Security Education and Training staff, the Office for Combatting Terrorism and the Family Liaison Office. Participation in the seminar has been expanded to include other U.S. Government agencies and family members. Those attending asserted that the seminar stimulated a lively question-and-answer period. The 1981 schedule for the seminars is to be distributed by the institute. ABC News filmed a portion of the December 15 seminar for inclusion in a report on the U.S. Government's response to increased violence abroad.

Responding to the planned deployment of new "WANG" word processors to overseas posts, the Technical Services Division/Technical Operations Branch developed interim guidelines for secure installation and maintenance of computer, information and word processing systems. A comprehensive procedural guide, which will incorporate the Office of Security's guidance, is being prepared by the Information Systems Security Unit in the Office of Management Operations. The Technical Operations Branch sponsored a lecture and demonstration in December on microform destruction techniques for security and records management specialists who will be involved in the planning and implementation of the Department's program for conversion from paper records to microforms. The National Security Agency participated in the program. ☐

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH traveled to the west coast, January 5-9, during which time he attended a meeting of the Armed Forces Communications and Electronics Association, in Anaheim, Calif. He also participated in program reviews with Xerox Corp. officials in Pasadena, and with Simpact, Inc., officials in San Diego. Effective January 5, DONALD LACHMAN became chief of the Facilities and Installations Branch of the Programs and Engineering Division. EDWARD BIEDRZYCKI is the new chief of the division's Engineering/Transmissions Branch. Field personnel visiting on consultation included ROBERT REED (Lahore), RICHARD STEPHENS (New Delhi), MAUDINE CONLEY (Jerusalem), MARK BUSKE (Bonn), JOSE PEREZ (Berlin), CHRISTOPHER POWELL (Bangkok), JEWELLINE WILSON (Brazzaville), HOMER WOMACK (Paris), RONALD STIBAL (Communications Center) and EDITH QUICK HUDDLE (Bonn). ☐

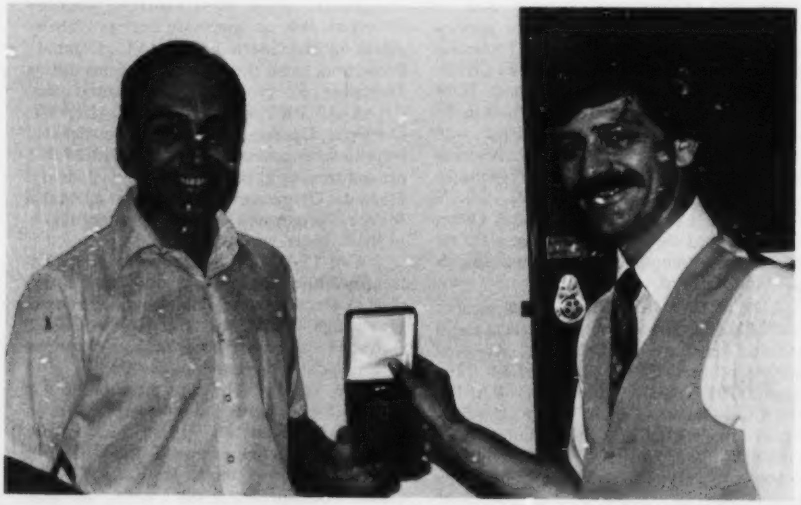
LANGUAGE SERVICES DIVISION

NEIL SEIDENMAN left for Brussels on the Secretary's plane, December 9, to interpret at a luncheon with Italian officials. GISELA MARCUSE and HARRY OBST interpreted at a U.S.-Federal Republic of Germany meeting, December 15. VIVIAN CHANG handled U.S.-People's Republic of China textile talks, December 15-17. DIMITRI ARENSBURGER and BILL KRIMER interpreted for a panel of Russian dissidents, in an evaluation session of Voice of America broadcasts, December 16.

The hostage situation kept a number of division employees busy throughout the holidays—notably ALEC TOUMAYAN, who interpreted for the Algerian go-betweens during their Washington stay and also helped with the documentation. In the latter he was assisted by JACQUELINE POUSSEVIN, ELIZABETH KONIUSZKOW and CHERYL TUCKER of the Translating Branch. By January 6, additional texts had to be prepared for transmission to the Algerians, and again Mr. Toumayan, this time with the assistance of JACKIE JARMAN and Ms. Koniuszkow, completed the translations. On January 7, arriving home from work, Mr. Toumayan was ordered to return at once to accompany Deputy Secretary WARREN CHRISTOPHER to Algeria. DON BARNES provided a live version of PRESIDENT CARTER's farewell address on January 14, at the request of the Voice of America.

Liquified natural gas talks with Algeria were handled by CAROL WOLTER, January 12-14. STEPHANIE VAN REIGERSBERG interpreted for talks with Cuba, on refugees, January 12-15. BILL FUKUDA handled coal liquification talks with Japan, January 12-15. TONY HERVAS and SOPHIA PORSON provided interpretation for a U.S.-Mexico meeting on air pollution, in San Diego, January 12-16. Ms. Chang was assigned to meetings of a People's Republic of China Academy of Sciences delegation, January 12-13. GALINA TUNIK- ROSNIANSKY was assigned to a U.S.-Soviet meeting on calibration of instruments, January 14-20. Verbatim reporter MARIE TAYLOR traveled north to report the Secretary's speech and press conference at the joint session of the Maine legislature, in Augusta, and his speech at Colby College in Waterville, Me., both on January 14. ☐

MELBOURNE, Australia—*Richard J. Aber*, left, receives meritorious honor award from administrative officer *Richard A. Johnson* for his performance as the communications program officer.



Arms Control and Disarmament Agency

The 1980 annual report of the agency was sent to Congress, January 13. RICHARD BETTS, an associate at the Brookings Institution, was the featured speaker January 8 at an off-the-record seminar for agency officers. Mr. Betts is the editor of a study assessing the technical, strategic and diplomatic implications of cruise missile development. He reviewed some of the study's findings and discussed the policy ramifications. Agency deputy director SPURGEON M. KEENY JR. resigned, effective January 9, and joined the staff of the National Academy of Sciences as a scholar-in-residence, associated with the Commission on International Relations. He also will serve on the academy's committee on international security and arms control. Mr. Keeny, who has over 28 years of Government service, was appointed deputy director in May 1977.

Assistant director GEORGE W. ASHWORTH, head of the Weapons Evaluation and Control Bureau, resigned effective January 20 and rejoined the professional staff of the Senate Foreign Relations Committee. Mr. Ashworth was appointed agency counselor May 7, 1979, and was named assistant director in 1980. MILTON M. HOENIG, who worked in the Non-Proliferation Bureau, completed his assignment to the agency under the Intergovernmental Personnel Act. He was on loan from Southeastern Massachusetts University. ROGER F. PAJAK left to accept a position as Middle East adviser to the Secretary of the Treasury. Mr. Pajak, who spent 10 years with the agency, was assigned to the Weapons Evaluation and Control Bureau. He was a member of the 1980 class of the National War College. After working nearly three years on nuclear safeguards, FRANCINE PROKOSKI left to pursue private business interests as president of a small medical and engineering corporation, in Falls Church, Va. She was responsible for managing the agency's largest external research project—a development program called "RECOVER," designed to provide the International Atomic Energy Agency with a secure, real-time capability to remotely monitor its safeguard devices around the world. ALEXANDER AKALOVSKY, assistant to the U.S. representative to the Committee on Disarmament, retired effective January 2. FRANK D. BUCHHOLZ, after nearly three years on detail from the Department, has been assigned as economic-commercial officer for Pacific Island affairs, in the Bureau of East Asian and Pacific Affairs. Mr. Buchholz served in the agency as action officer for the nonproliferation treaty, and as a member of the U.S. delegation to the 1980 nonproliferation treaty review conference, in Geneva.

RODNEY HUFF, a career Foreign Service officer, left, after a two-year detail from the Department, to attend French language classes at the Foreign Service Institute. He was action officer in the agency for nonproliferation issues involving East Asian countries. In July he is to report to Ouagadougou for duty as political officer at the U.S. embassy. JAMES A. SCHEAR, who served in the Weapons Evaluation and Control Bureau and the Multilateral Affairs Bureau during his three years with the agency, departed to begin doctoral studies at the London School of Economics, and to pursue other research activities in London. DOUGLAS KOELEMAY, after a two-year detail from the Department, left the agency's Multilateral Affairs Bureau to become legislative assistant to Rep. Bob Mollohan (D.-W.Va.). His resignation from the Foreign Service was effective January 4. JEANETTA A. OWENS, who was assigned to the agency's Budget and Fiscal Section, retired for medical reasons. JULIA BARRY, senior secretary in the Weapons Evaluation and Control Bureau, retired from Government service after 26 years, 19 of them with the agency. SHELDON I. KREBS, a career Foreign Service officer who recently completed three years as political officer at the embassy in Stockholm, has been assigned to the agency's Multilateral Affairs Bureau.

Mr. Krebs also has served in Tokyo, Saigon and Berlin. ☐

Consular Affairs

ROTTERDAM—Consul general *Jack Sulser*, left, congratulates *Petrus Vijfwinkel* on receipt of Superior Honor Award and promotion, while vice consul *Colin Helmer*, right, congratulates *Ietje Frielink* on 20-year length-of-service award.

Assistant Secretary DIEGO C. ASENCIO was the principal speaker at the Drug Enforcement Administration's graduation ceremony for special agents, December 19. Mr. Asencio spoke about his role in curbing narcotics smuggling during his service in Colombia. On January 2 the Washington Star interviewed the ambassador for a feature article on his experience as a hostage. On January 12 he traveled to New York, to visit the passport agency there and to meet with assistant agent-in-charge HELEN STRAUCHEN. On January 13 he attended a dinner in the office of the Reverend TIMOTHY HEALY, president of Georgetown University. Foreign policy was the topic of discussion at the dinner, which was attended by members of the faculty and the Washington diplomatic corps. LINN ALLEE, a member of the bureau's public affairs staff, was presented an excellent performance award by Mr. Asencio at the weekly staff meeting, January 14.

In an effort to improve the bureau's communications with the public and Congress and to give a high level of service, Mr. Asencio requested that his special assistant, PAUL DONALDSON, conduct a series of telephone training seminars for all bureau personnel. With the help of JESSIE COLSON of the Foreign Service Institute and the C&P Telephone Co., a format was devised. Mr. Donaldson, assisted by CAROL UJI of the bureau's management office, conducted the one-hour workshops, which were scheduled over a two-week period. Nearly 400 members of the bureau staff, including the deputy assistant secretaries, attended. The Foreign Service Institute held antifraud workshops in Athens, January 4-10, and Manila, January 11-17. Attending from the institute was DON BEAN, and from the bureau were MICHELE TRUITT, special operations director for the Passport Office, and WES PARSONS, chief of the Post Liaison Division in the Visa Office. Joining the Visa Office were VIVIAN L. BARNES and DIANA MORRISON, in the Coordination Division, and NANCY NEWBERT, in the Telephone Inquiries Branch. JOSEPH RADFORD retired from the Visa Office after more than 32 years with the Department. ☐

Economic and Business Affairs

TODD STEWART, director of the Office of Maritime Affairs, spoke on November 20 to an ad hoc group organized by the U.S. Council of the International Chamber of Commerce, to advise the U.S. members of a UN Conference on Trade and Development group on the shipment of iron ore, phosphate rock and bauxite/alumina. From December 9-11, Mr. Stewart visited London, for shipping policy discussions with British

ECONOMIC AND BUSINESS AFFAIRS—*Richard M. Ogden*, center, formerly chief of the Industrial and Strategic Materials Division, is presented a Meritorious Honor award by Assistant Secretary *Deane R. Hinton*, fourth from left. *Mrs. Ogden* is fourth from right. The others, from left, are *Mark Lore, Ernest Johnston, James C. Todd, John Ferriter, Ron Woody* and *Joy Manning. (Photo by Robert Kaiser, Visual Services)*

government and industry officials. WILLIAM CRAFT of the office represented the United States and the fourth session of the Committee on Shipping of the UN Economic and Social Committee for Asia and the Pacific, in Bangkok, December 16-22. BRIAN MOHLER, of the Trade Agreements Division, represented the Department at the second annual meeting of the U.S.-Japan Forest Products Committee, in San Francisco, December 4-5. The meeting, also attended by U.S. and Japanese forest industry leaders, discussed the state of the bilateral forest products trade. The United States urged Japan to shift its forest products imports from logs to lumber.

Employees who have reported for duty in the bureau include RUTH HANSEN and DAWN ROLEN, Office of East-West Trade; KAY McMANN, Office of the Special Negotiator for Economic Matters; SANDRA PENNY, Office of Investment Affairs; CHRISTINE SHOEMAKER, Office of Energy Producer-Country Affairs; JAMES GAGNON, Industrial and Strategic Materials Division; GREGORY MILLER, Food Policy Division; and BARBARA FLYNN, Food Programs Division. ☐

European Affairs

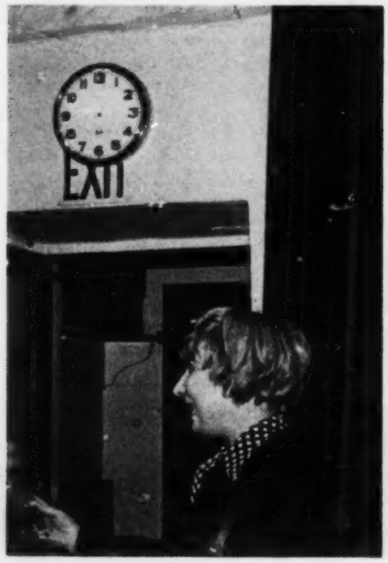
Deputy assistant secretary H. ALLEN HOLMES attended the NATO ministerial meeting in Brussels, December 11-12, then traveled to Madrid, where he met with Spanish officials. IRENE S. HARRISON was assigned as personnel officer for the bureau, effective January 1. LORETTA T. VARGAS rejoined the staff of the executive director as a personnel specialist, on an excursion tour, effective January 1. ELIANA P. HOLMES has joined the staff of the executive director as operations assistant. Ambassador JOAN M. CLARK, Malta, was in Washington for consultation, January 11-17. Ambassador WALTER J. STOESSEL JR., Federal Republic of Germany, consulted in the Department, January 6-8. CARROLL BROWN consulted in the Department prior to going to Munich as consul general, January 5-6. ROBERT TATGE consulted in the Office of Central European Affairs prior to going to Munich as consular officer. Other junior officers who had consultations in the bureau during January include DESIREE BAKER, who will go to Athens in July; TED SLUSARCZYK, destined for Warsaw in September; and BOB WATTS, who will go to Ponta Delgada this summer. JOHN R. DOBRIN, Berlin desk officer, Office of Central European Affairs, met in New York with representatives of Pan American Airlines, January 8.

ERIC REHFELD, special assistant, Office of European Political and Security Affairs, participated as a member of the U.S. delegation to the NATO joint communications electronics committee, November 20-21, at NATO Headquarters in Brussels. FREDERICK J. VOGEL arrived November 23 for a temporary assignment in the Office of European Security and Political Affairs. Mr. Vogel assisted in preparations and after-action for the 66th ministerial meeting of the North Atlantic Council. Lieutenant Colonel JOSEPH D. HALGUS has joined the Defense Policy Section of the Office of European Political and Security Affairs, replacing Lieutenant Colonel SAMUEL J. WATSON. RICHARD E. COMBS, deputy director, Office of Soviet Union Affairs, traveled to New York, December 15, to participate in a panel on Soviet foreign policy conducted by the Council on Foreign Relations. WILLIAM H. HILL of the Exchanges Section of the Office of Soviet Union Affairs spoke on December 30 to a session of the annual convention of the American Historical Association, in Washington, on the results of a joint U.S.-Soviet publications project. On January 7, Mr. Hill traveled to Sweet Briar College in Sweet Briar, Va., to speak on U.S.-Soviet relations in the 1980s. JAMES F. CREAGAN, officer-in-charge of Italian affairs, Office of Western European Affairs, accompanied a U.S. presidential delegation on a mid-December trip to Rome, Naples and the southern Italy earthquake zone. The group met with the Italian president, prime minister and officials in charge of earthquake relief and reconstruction. DAVID H. KAEUPER has replaced RUTH A. WHITESIDE as officer-in-charge of French affairs, Office of Western European Affairs. Ms. Whiteside is currently a member of the U.S. delegation to the Madrid Conference on Security and Cooperation in Europe. ☐

Foreign Service Institute

The institute's Christmas door decorating contest was won by the Communications and Clerical Skills Division staff, whose theme was "Peace for the Children of the World." This

MOSCOW—Senior assistant *Sonia Karaseva* at work in the U.S. embassy's general services office, where the motto (see clock) is: "Anytime is GSO time."



PARIS—*Charles (Cal) Hunter* receives meritorius step increase, for his work in communications projects, from administrative officer *Kenneth Bailey*. Communications colleague *Dennis Hirst* is in center.

message was conveyed with photographs of children from different parts of the world engaged in various activities. A panel of six judges was chaired by DOUG JONES, special assistant to the associate dean. Twelve doors were entered. □

Inspector General's Office

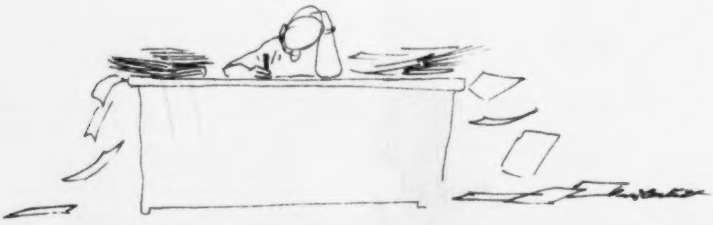
The office held its annual inspectors conference in the Department, January 13-16. Principal officers from key areas of the Department briefed the inspectors on various aspects of State operations. During January-May, conduct-of-relations inspections will be conducted of Belgium, Luxembourg, the Netherlands (team leader: JAMES B. ENGLE); Greece, Turkey, Cyprus (team leader: ROBERT J. MARTENS); and Tanzania, Zambia, Malawi, Mozambique, Mauritius, Madagascar (team leader: JOHN A. LINEHAN). A management audit of the Regional Administrative Management Center, Bangkok (team leader: M. WALTER KENNEY) will be conducted, as well as a management audit of the Bureau of Personnel, Office of Recruitment, Examination and Employment (team leader: WILLARD A. DePREE). A pre-inspection survey will also be conducted of the Bureau of Consular Affairs (team leader: C. ARTHUR BORG).

New inspectors joining the inspection staff were ROBERT T. HENNEMEYER, former consul general in Munich (senior inspector) and BOHDAN Y. PASCHYN, from the General Accounting Office (inspector). LEILA J. AFZAL of the coordination and review staff departed for an onward assignment (Bureau of Oceans and International Environmental and Scientific Affairs). Senior inspectors JAMES C. HAAHR and DAVID R. THOMSON retired effective January 9. During January 21-23, selected inspectors were to attend a management seminar conducted by University Affiliates, Inc. □

Intelligence and Research

ROBERT BARAZ, director of the Office of Analysis for the Soviet Union and Eastern Europe, attended a Woodrow Wilson Center discussion on the Soviet economy, November 5. MARTHA MAUTNER, deputy director, spoke to civic and academic audiences in Caspar, Cheyenne, Sheridan and Jackson, Wyo., on Soviet-U.S. relations, November 3-13. From the Soviet Foreign Political Division of that office, analyst MORTON SCHWARTZ addressed the incoming California congressional delegation on Soviet foreign policy, in San Diego, November 7; analyst WAYNE LIMBERG presented a paper on Soviet perceptions of the Third World, at a November 12 conference sponsored in Columbus, O., by the Battelle Corp.; analyst JAMES GRANT attended a conference on "Security Problems of East Asia," sponsored by George Washington University, November 21-22. IVAN MATUSEK, chief of the Eastern Europe Division, addressed the faculty and students of Wisconsin University on "U.S. Policy Toward Eastern Europe," in the Department, November 14-15. From the Soviet Internal Division, DONALD GRAVES, chief, and SIDNEY PLOSS, analyst, attended the American Association for the Advancement of Slavic Studies' Philadelphia convention, November 6-8, where Mr. Ploss presented a paper on Soviet politics. Mr. Graves also addressed a meeting of the Bellevue Alumni Association, New York, on the Soviet political leadership, January 7.

JOHN A. CANTWELL, division chief for the Northern and Central Europe Division of the Office of Analysis for Western Europe, spoke on Belgium-Economic Community relations, to Foreign Service Institute French-language students assigned to Brussels, January 6. HUGH DE SANTIS, analyst in that division, participated in a seminar on the role of history in the policy-making process, at George Washington University, December 18. Mr. De Santis and JENNIFER NOYON, analyst in the same division, attended the American Historical Association convention in Washington, December 27-30. SARAH-ANN SMITH, analyst in the Office of Analysis for East Asia and the Pacific, lectured to a China seminar at Columbia University, on Sino-Soviet relations, December 11. DANIEL KIANG, KENNETH QUINONES, PAULA CAUSEY and ROBERTA CHEW have all recently joined the office as analysts. For the Office of Economic Analysis, analyst DAVID JENSEN attended a meeting of the Washington branch of the American Institute of Mining Engineers, which discussed concerns over "The Approaching Resource War," January 13. RITA TAUBENFELD, chief, Trade, Investment and Payments Division, attended the American Economic Association meeting in Dallas, on a recruiting trip, December 28-30. □



"Let's see, itemized deductions for 1980 . . . no electricity for three weeks in November and all the food spoiled. Then the monsoons in April and everything mildewed. Two suitcases and the cat were lost en route to Dacca. Hospital expenses for tsutsugamushi fever in May, and after that the car was struck in a head-on collision with two camels, a donkey and four dogs. Then the drought hit in September and all the strings in the piano went. I wonder if they'll allow me to deduct the silverware because the houseboy cleaned it with Brillo?"

International Narcotics Matters

Assistant Secretary MATHEA FALCO and her deputies, JOSEPH H. LINNEMANN and CLYDE D. TAYLOR, hosted luncheons with recently-accredited Ambassadors JORGE MARIO EASTMAN of Colombia and KYAW KHAING of Burma, to discuss international narcotic control cooperation. Ms. Falco, Mr. Linnemann and program officer JOSEPH McLEAN participated in the National Aeronautics and Space Administration's 10th quarterly review of the "Curb Illegal Narcotics" protect, in Mexico, January 7-11. Mr. Linnemann also attended the Dade County Chamber of Commerce conference on drug enforcement, in Miami, January 14. On December 3, in Quito, Ecuador, GENEVIEVE GERMAN, a part-time employee in the bureau, received a decoration from Pope JOHN PAUL II. The decoration, for her donation of a family ranch to be converted to a technical institute for agricultural and dairy farming for Ecuadorean youth, was presented by the cardinal archbishop of Quito at a ceremony attended by the papal nuncio and other church and civic leaders from Ecuador. ANN HESS, secretary in the Commodity Management Division, received a cash award for her work during the past year. The bureau welcomed TERRENCE G. GRANT as director of the Office of Program Management. Mr. Grant came from the Bureau of Intelligence and Research. DOMENICK IACOVA, a presidential management intern, joined the bureau for a three-month tour in the Department. □

International Organization Affairs

Assistant Secretary RICHARD L. McCALL was the keynote speaker at the Harvard Model United Nations, in Cambridge, December 4. He

GENEVA—Ambassador *Gerald Helman* (center, front, with glasses) presents group Meritorious Honor Award to the administrative, communication, general services and security offices for their work in transfering mission to new building. From left: deputy chief of mission *Don C. Eller, Fru Toorean, Francisco Vaquero, Vincenzo Calcagno, Arthur D. Hanrehan, Monica Liljefors-Borg, Francois Bayard, Andre Galliard, Juan Moreno, Manuela Mercuri, Hocine Souilaheddib, Bernard Majado, Edmond Schanne, Jacqueline Meric, Jean Daniel Isely, Fiona Bowden-Smith, Doyle E. Gentry, Pietro D'Amato, Salvatore Teano, Walter L. Carter, Jose Guardia, David S. Mraz, Francesco Del Duca, Giovanni Zago*. Included in award, but not shown: Eugene Scassa, Joseph Yodzis and the communications unit.

INTERNATIONAL ORGANIZATION AFFAIRS—*Line Heyniger*, program officer of the National Commission for UNESCO, is recognized by the commission at its annual meeting, for her work on behalf of the Status of Women's Committee. With Ms. Heyniger is *John Fobes*, chairman of the commission.

spoke on "The Role of the United Nations in Foreign Policy." He also addressed the members of the National War College on "The Usefulness to the United States of International Organizations," January 7. Deputy assistant secretary SARAH GODDARD POWER delivered an address entitled "The Communications Revolution," before the Economic Club of Detroit, December 5. DOUGLAS McELHANEY, of the UN Political Affairs Office, was a member of the U.S. observer delegation attending the Namibian pre-implementation conference, in Geneva, January 7-14. JANE MARTE, communications policy officer, from the Transportation and Communications Directorate, served as an adviser to the U.S. delegation to the 35th UN General Assembly, on "Questions Relating to Information," November 11-December 3. The agency director for transportation and communications, CONSTANTINE WARVARIV, headed the U.S. delegation to the 14th session of the World Tourism Organization council, in Madrid, December 8-13.

NEIL A. BOYER, director for health and narcotics programs, served on the U.S. observer delegation to the meeting of the World Health Organization's executive board, January 14-30, in Geneva. JOHN WASHBURN, of the International Economic Policy Office, addressed a public meeting and led a seminar on the North/South dialogue, at the Newark campus of Ohio State University, November 26. HERBERT G. WING, deputy director, and ANN F. WAGGONER, of the Office of Development and Humanitarian Programs, visited the U.S. mission to the United Nations, December 16-17, for consultations on the UN Commission for Social Development meeting, to be held in Vienna, February 9-19. FRANCIS X. CUNNINGHAM was an adviser at informal consultations among government members of the UN Environment Program, in Nairobi, Kenya, December 8-11. JOHN TREVITHICK, director of the Science and Technology Directorate, retired after 31 years of Government service. WINTHROP SOUTHWORTH JR., director of the International Management Staff, retired after 38 years of Government service. Both individuals were presented Superior Honor Awards at a bureau retirement ceremony. VIRGINIA BRIDGES transferred from the Bureau of Personnel to the Health and Narcotics Directorate.

DOUGLAS FINK is interning in the Office of UN Political Affairs. LINE HEYNIGER, from the secretariat to the U.S. National Commission of UNESCO, resigned. MARY HART, from the International Management Staff, transferred to the Bureau of Inter-American Affairs. In a bureau awards ceremony on January 16, Superior Honor Awards were presented to GORDON BROWN, director of the Office of International Economic Policy, and MARTIN JACOBS, of the UNESCO directorate. Mr. Wing, of the Development and Humanitarian Program Directorate, was presented a Meritorious Honor Award. DIANA REINHART, from the U.S. mission to the Organization of American States, transferred to the Bureau of Administration. ☐

U.S. MISSION TO THE UNITED NATIONS

Ambassador DONALD F. McHENRY, permanent representative to the United Nations, and GEORGE MOOSE and HENRY MILLER, political advisers, participated in the UN-sponsored pre-implementation meeting on Namibian independence, in Geneva, January 7-14, as part of the U.S. delegation. On January 7 Ambassador RICHARD PETREE, U.S. deputy representative for Security Council affairs, addressed the Consular Law Society of New York on the development of international law at the United Nations. Ambassador JOAN SPERO, U.S. representative to the Economic and Social Council, spoke at the research seminar for officials of the Federal Reserve Bank of New York, on global negotiations and other North-South issues, January 15. BESS N. TRINKS, Resources Management Section, was honored on November 5 as an outstanding citizen of Bergen County, N.J. She received one of four annual awards made by the Bergen County Council of Churches for civic efforts rendered in an ecumenical manner.

Groups which visited the mission and received briefings were: Students and faculty of Ramapo College, N.J., briefed by THOMAS VIOLA, information adviser, on issues at the 35th General Assembly, December 17; representatives of nongovernmental organizations, briefed on political and economic issues at the assembly by Mr. Petree and STEVEN SINGER, economic adviser, December 18; students and faculty of Stetson University, Deland, Fla., and Rust University, Holly Springs, Miss., briefed by Ambassador WILLIAM VANDEN HEUVEL, U.S. deputy permanent representative, on issues at the assembly, January 7; members of the American Friends Service Committee, briefed on Afghanistan, by RICHARD JACKSON, political adviser, January 7; the U.S. delegation to the Greater Hartford (Conn.) area high school model United Nations, briefed by JOAN DICKIE, information adviser, and CRAIG ARNESS, political adviser, on disarmament and other United Nations issues, January 12; political science department of Hofstra University, New York, briefed by Mr. Singer and Ms. Dickie on global negotiations and other issues, January 14; and representatives of the Committee on United Nations Integrity, who exchanged views with Mr. vanden Heuvel on Middle East issues, January 14. ☐

Near Eastern and South Asian Affairs

SINAI SUPPORT MISSION

DALLAS FORD BROWN assumed his duties as controller of the mission, January 1, replacing RICHARD J. HENRY, AID, who retired on January 9. Liaison officer CHANDLER P. ROLAND arrived at the field mission in January for a one-year tour of duty. Security officer ROY A. DEIBLER departed the field mission on direct transfer to Ankara, in December. ☐

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—At awards ceremony are, from left, front row: ***LaVerne Solomon, Helen Edlown,*** **Assistant Secretary** ***Harold H. Saunders, Gilbert Harcum, William Smallwood, Audrey Burley.*** **Second row:** ***Marylo Carnes, Don Jensen, Ed Cubbison, Jane Coon, George Sherman, John Countryman, William Helseth, Peter Constable, James E. Taylor.*** **Rear:** ***Samuel Hart, Michael Sterner, David Korn, Michael Arietti.***

SINAI SUPPORT MISSION—*Wilfred F. DeClercq,* center, is presented a Superior Honor Award by Ambassador *Frank E. Maestrone,* left. *Mrs. DeClercq* is shown attaching the pin.

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING attended the meeting of the U.S. side of the U.S.-China Joint Science and Technology Commission, December 2. It was chaired by FRANK PRESS, PRESIDENT CARTER's science adviser. On December 3, Mr. Pickering signed for the United States a new space cooperation agreement with Japan. On December 11, RICHARD E. BENEDICK, coordinator of population affairs, delivered a lecture on world population trends and policy implications, at the annual Institute on World Affairs meeting at Iowa State University. He also delivered a lecture on Chinese population trends and policies before a graduate seminar. On December 12, he spoke on U.S. population policies at the University of California at Los Angeles. World population developments and implications was the topic of the speech delivered at the CIA's senior development course on December 19.

The deputy assistant secretary for oceans and fisheries affairs, MORRIS D. BUSBY, accompanied by BRIAN HALLMAN of the Office of Fisheries Affairs, traveled to Mexico City on December 22 to discuss issues arising from the U.S.-Mexico fishing agreements. The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the 28th session of the environment committee of the Organization for Economic Cooperation and Development, in Paris, December 1-5. SUE PATTERSON, Office of Environment and Health, also was a member of the U.S. delegation. DONALD BLACK, Office of Environment and Health, headed the U.S. delegation to the annual informal consultations of the UN Environment Program, December 8-11, at Nairobi, Kenya. The consultations afforded the opportunity for a review of the organization's activities and for an off-the-record exchange of views among interested governments and the secretariat, as well as for a preliminary discussion of issues at the ninth session of the governing council, scheduled for May.

DAVID McCLINTOCK, Office of Food and Natural Resources, addressed the climate and food panel at the American Association for the Advancement of Science annual convention, in Toronto, on "The Tihama Famine of 1970 as a Case Study of Climate Vulnerability and Response." MARTIN PROCHNIK, director of the Office of Energy Technology Cooperation, was in Paris, December 7-12, for a meeting of the International Energy Agency committee on research and development. He also met with officials of a French organization dealing in energy cooperation with lesser-developed countries, and participated in a meeting of the Organization for Economic Cooperation and Development's development assistance committee. JEAN CHRISTOFF, Office of Energy Technology Cooperation, traveled to Amman, December 10-15, as part of an AID/State/Department of Energy delegation, to discuss energy assistance plans with the Jordanian government. On December 7-11, JOHN P. BORIGHT, Office of Nuclear Technology and Safeguards, held consultations with U.S. and foreign officials in Rome and Genoa. ☐

Public Affairs

Office of the Assistant Secretary: JANE WALES has resigned her position as deputy assistant secretary for public affairs.

Office of Opinion Analysis and Plans: KAREN L. BRYFOGLE has been reassigned to this office, and MARY ROKEY was to be moved to the Office of the Executive Director. WILLIAM BROWN retired on January 9, after 45 years of Government service.

Office of Public Communication: JOHN C. KIMBALL, chief of the Editorial Division, retired on January 9 after 20 years in the Foreign Service. Mr. Kimball will continue to contribute to Department publications on a temporary appointment. F. FRANCES HESS has been reassigned from the Bureau of Administration to the Special Projects Staff, as a public information specialist.

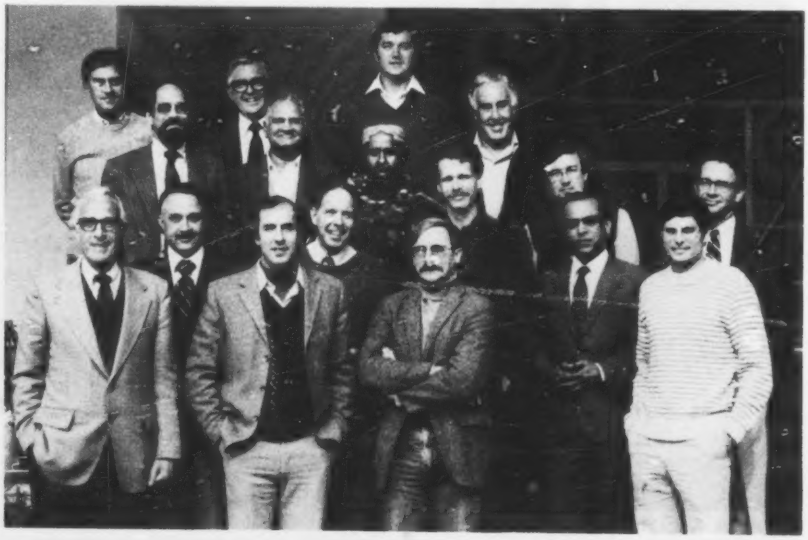
Office of Public Programs: CHRISTINE MURRAY has been reassigned in the Office of Public Programs, as secretary to the director. DIANA WESTON, from the Connecticut Passport Office, has been assigned as a briefing officer.

Office of the Historian: ARTHUR G. KOGAN retired January 9 after more than 31 years of service. He served as an editor of the series, "Documents on German Foreign Policy, 1918-1945," published jointly by the U.S., French and British governments. ☐

Refugee Programs

On January 7 KARL BECK, director, Office of African and Latin American Refugees, departed for Africa to attend the African-American Institute conference in Sierra Leone, and to accompany a congressional delegation to Nigeria, Ivory Coast and Senegal. He traveled on to Uganda, Burundi and Zaire, to consult with host government officials and inspect refugee camps. ■

MUREE, Pakistan—At a political officers conference are, from left, front row: Ambassador *Arthur W. Hummel Jr.;* deputy principal officer *Steve Eisenbraun,* Lahore; consul *Doug Archard,* Peshawar; political officer *Rick Vandiver,* Islamabad. Second row: Foreign Service national *Imitiaz Ul-Haq,* Islamabad; *Howie Schaffer,* Near Eastern and South Asian Affairs; vice consul *Phil Covington* and Foreign Service national *Masood Akram,* Peshawar; consul general *Dick Post,* Karachi. Third row: deputy principal officer *Mike Austrian,* Karachi; Foreign Service nationals *Mehmood Ali,* Lahore, and *Ali M. Gambwani,* Karachi; political officer *Al Thibault,* New Delhi. Back row: acting deputy chief of mission *George Griffin,* Kabul; political counselor *Herb Hagerty.* political officer *Ron Lorton,* and deputy chief of mission *Barry King,* Islamabad. Not pictured: consul general John Brims, Lahore, and political officer Dave Welch, Islamabad. *(Photo by Dave Welch)*



Letters to the Editor

—*(Continued from Page 1)*

three genders. The "w" is prefixed to aid in its pronunciation and to suggest the contortions involved in its coining.

Nominative: Again, assuming that you have not finally closed the book on this case, I propose a word that provides equity for the three genders, is eminently pronounceable, and conveys the attitude of most speakers of English toward the entire subject: s/h/it.

Sincerely,
RICHARD W. BOEHM
Minister-counselor ☐

A fan in the Fourth Estate

The following is excerpted from business editor C. Conrad Manley's column in the December 22 issue of the Daily Iberian, a newspaper in New Liberia, La.:

"As if the language wasn't being messed up enough by broadcasters and writers with a predilection for 'at this point in time' and 'presently' when a simple 'now' would serve and 'hopefully' when they mean 'possibly,' the U.S. Department of State is getting into the act.

"The editor of the department's monthly Newsletter, in a move to unsex its columns, has decided to abandon the use of 'he' or 'she' and substitute a newly coined word, 's/he', to cover both genders when persons in general are referred to impersonally. [See Letters to the Editor section, July and November 1980.]

"Not content with this abomination, the publication also is now considering the adoption of 'sh/im' as an all-inclusive objective pronoun and of 'sh/is' to cover the possessive pronoun for both sexes."

Should it be 's/he'?—II

JAKARTA, INDONESIA

DEAR SIR:

Your note on " 'S/he' it'll be" in the November issue has finally driven me to formal proposal of an idea that has been lingering for several months.

To really calm the sensitivities that have necessitated our being increasingly aware of the gender(s) we are referring to in our written and spoken communications in these times, I sincerely suggest that we need a new word in our language, not awkward "and/or" or slashed expressions like "s/he."

The Indonesians solved it all long ago with their word "dia," and I propose that we adopt this word into the English language for use when our context is referring to more than one gender. "Dia" can mean "he, she, it" or "his, hers, its," or "him, her, it." That one word means it all for the Indonesians. Moreover, it's the right size, just three letters (like the words it would replace), and is already used by millions of persons.

How about it? Isn't it more pleasant to write (and say): "If anyone wishes a copy of the announcement, dia should notify our office and a copy will be sent to dia," than to say "If anyone wishes a copy of the announcement, s/he should notify our office and a copy will be sent to sh/im"?

Sincerely yours,
LOUIS H. KUHN ☐

Some like it hot

WASHINGTON

DEAR SIR:

Can someone help me understand the unfair reason for turning off all the hot water in the restrooms of the Department? It was bad enough in the summer, but in December and January's below freezing temperatures, it's downright senseless and, what's worse, this unsanity is unsanitary.

After just readjusting a typewriter ribbon put on incorrectly, my hands are quite soiled. They frequently get this way also after scanning the newspapers, fixing a jammed copy machine, or doing any number of other legitimate things. But can I properly clean them with hot, soapy water? Not hardly!

To say nothing of the *main* reason why there should be hot water and liquid soap in these places. It is unthinkable that after using the facilities of these restrooms, it is impossible to properly wash one's hands. Cold, freezing water does *not* serve the same purpose. Isn't this actually a violation of the sanitation code?

I can't believe "they would do something so utterly unjust only to try to save a petty amount of money and energy. If that were so, then why don't they give us hot water to properly keep ourselves clean during our nine hours of being here each weekday and, instead, cut down (1) on the horrendous amount of unnecessary copying that's done here in the Department (paper is very expensive today; would it really slow down our

TRANSFER TREMORS .... *by ebp*

I was almost transferred to VALETTA, but while in the snack bar having a MALT And a sandwich decided not to go.

I was almost transferred to POLAND, but during the WAR SAW too much of that area.

I was almost transferred to SYRIA, but when I said DAM (AS CUSs words go, I didn't think it was strong), they decided I shouldn't go.

vital work if 2 or 3 people had to read the same office memo or draft—as opposed to a copy for everyone?); or (2) *insist* that each and every worker turn off all the lights in their offices when they leave. Could it really be "beneath the dignity" of our bureaucrats to flick a light switch on their way out of their offices?

Sincerely,
BETTE LOWENGRUBE
Bureau of Inter-American Affairs
Office of Regional
Economic Policy☐

Only happy talk

[illegible]INGTON

DEAR SIR:

It is a pity that STATE magazine chooses to report only upbeat stories and events. Had it been otherwise, you might have reported the fact that on May 15, by presidential directive, the consular posts at Bremen, Brisbane, Goteborg, Mandalay, Nice, Salzburg and Turin were closed. You then might have been saved the embarrassment of including season's greetings to our personnel and families there in the centerfold of your issue seven months later. I am in a sad position to know: I presided at the running down of the Stars and Stripes at Bremen.

Sincerely,
RALPH H. GRANER
Bureau of African Affairs

The closing of the consulates had been reported in an earlier issue. But we did neglect to bring our mapmaker up to date. ☐

Blood, sweat, etc.

ATHERTON, CALIF.

DEAR SIR:

The citation by Fred Blachly of John Donne's use in 1611 of the phrase "blood, sweat and tears" prompts me to add another instance of an early use of the version made so famous by Winston Churchill, NEWSLETTER, November, Pages 38 and 42).

One hundred and seventy-five years before the British statesman uttered those words, a Frenchman, newly-arrived in 1767 as intendant of the Isle de France (now Mauritius), in addressing the inhabitants of the colony, proclaimed: "*Les trésors de la France, messieurs, sont le fruit sacré des travaux, des sueurs et du sang des nos concitoyens.*"

The address was included in the third edition (1794) of a little volume with the title "*Voyages d'Un Philosophe.*" The author was Pierre Poivre, the intendant of the Isle de France. The first edition, without the speech, had been published in 1768; Thomas Jefferson owned a copy. Note that well, for in Poivre's work the man who wrote the Declaration of Independence eight years later had read, and now I quote from the English translation of 1769: "The Chinese nation has always been governed like a family...without any other inequality but that which is established by talents, and by merit....that nation...are sensible that all mankind are born equal, all brothers, all noble."

Pretty good that—the publication in the 1760s of two such famous phrases, "blood, toil, and sweat" and "all mankind are born equal," by one man, Pierre Poivre.

Pierre Samuel du Pont, the father of the founder of the great American firm, was the publisher who brought out Poivre's "Voyages" in the third edition of 1794. It was du Pont who wrote a biographical sketch of Poivre. The onetime intendant of the Isle de France was much admired by Pierre Samuel du Pont; so was Madame Poivre. Nine years after Poivre's death, du Pont married the widow.

Sincerely,
SAMUEL SOKOBIN
FSO, retired ☐

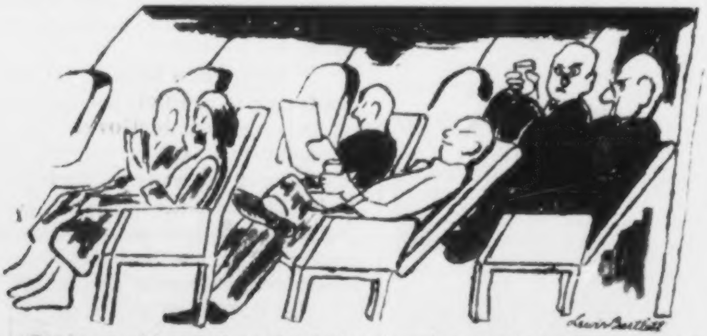
Cartoon caption

KINSHASA, ZAIRE

DEAR SIR:

The cartoon on Page 44 of the November issue, showing two airplane passengers suffering cramped seating and obviously not enjoying their flight, is mis-captioned. The caption should read: "Don't you wish sometimes they DIDN'T HAVE an American carrier on this route."

JOHN L. G. ARCHIBALD ☐



"Don't you wish sometimes they had an American carrier on this route?" ☐

Who's the greatest?

KUWAIT

DEAR SIR:

I would like to suggest that STATE sponsor an annual award to the best newsletter published by an overseas post. Your staff could be the panel of judges, and you could publish a short article annually about the post and the editorial staff which had published the newsletter.

I believe many people put in a lot of work publishing these weekly newsletters, and I feel that an annual award (need only be nominal) would be an incentive to publish good newsletters.

Sincerely,
MARK A. SANNA

Any objections? Comments? STATE would be happy to take on this task. In the meantime, all posts are invited, as before, to send each issue of their newsletter to STATE's editor. ☐

Fish story

ANTANANARIVO, MADAGASCAR

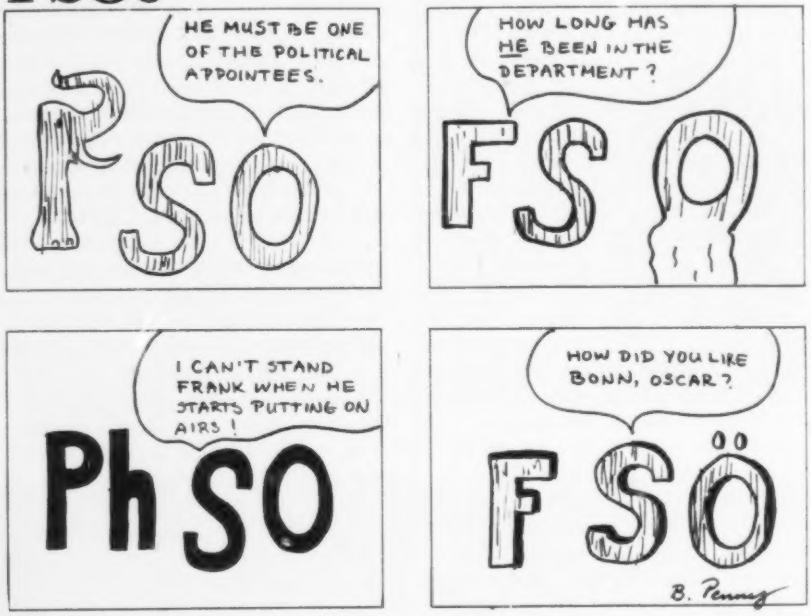
DEAR SIR:

I thought you might like to print this photo of my husband. I've entitled

it: "ANTANANARIVO—Another mess for the admin"—Rob Nolan and assistant Rakoto retrieve fallen fish at the 1980 Marine Corps ball."

Sincerely,
NANCY NOLAN ■

FSOs


HE MUST BE ONE OF THE POLITICAL APPOINTEES.
PSO
HOW LONG HAS HE BEEN IN THE DEPARTMENT?
FSO
I CAN'T STAND FRANK WHEN HE STARTS PUTTING ON AIRS!
PhSO
HOW DID YOU LIKE BONN, OSCAR?
FSÖ
B. Penney

New directives

Organization and functions

Organizational changes within the Office of Recruitment, Examination and Employment (PER/REE), Bureau of Personnel, became effective November 2, 1980. (FAMC No. 47)

The functions of the Office of Evacuation and Relocation (A/OPR/WLG), except those relating to claims matter, have been transferred from the A area to the Operations Center (S/S-O). (TL:ORG-128)

The functional statement of the Office of Equal Employment Opportunity is amended to include civil rights enforcement responsibilities, and the title and symbol is changed to Equal Employment Opportunity and Civil Rights (M/EEOCR). (TL:ORG-129)

Personnel

Effective October 17, 1980, appropriate sections of 3 FAM 672 were amended to conform to Section 812 of the Foreign Service Act of 1980, which changed the mandatory retirement age for members of the Foreign Service from 60 to 65. (FAMC No. 43)

A revised Table of Contents has been issued. (TL:PER-507)

Financial management

4 FAM Appendix A is revised and updated to reflect all changes since publication of this material under TL:FIN-254, dated April 11, 1980, including change notices published by M/COMP/FS. (TL:FIN-257)

General services

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense. Hamilton, Jakarta, Kampala, Lilongwe, Medan and Surabaya have been added to the list of posts granted this exception. ☐

Answers to quiz

(See Page 50)

1. Johann Sebastian Bach.
2. George Frederick Handel.
3. Franz Joseph Haydn.
4. Wolfgang Amadeus Mozart.
5. Ludwig van Beethoven.
6. Giuseppe Verdi.
7. Edward A. McDowell.
8. Scott Joplin.
9. Irving Berlin.
10. Eubie Blake.
11. George Gershwin.
12. Jerome Kern.
13. Duke Ellington.
14. Stephen Foster.
15. Aaron Copland.

Obituaries

Thomas K. Mayes, 47, a special assistant in the Office of Security, Protective Security Division, and a former Secret Service agent, died of heart failure on January 9. Mr. Mayes served with the Foreign Service in Guyana and Washington before entering the Secret Service in 1963. After 10 years there, which included a presidential detail in 1964 and a vice presidential detail in 1966, he retired in 1973. Returning to the Department of State in 1976, he was assigned to the protective division. He served on the Secretary's detail in 1978.

Mr. Mayes

Mr. Mayes was a personnel administrative specialist in the Army, 1953-55. He held bachelor's and master's degrees from the University of Illinois. He leaves his wife, of 1667 Westwood Way, McLean, Va. 22101, two sons, one brother and one sister. The family suggests contributions to the Heart Association of Northern Virginia. ☐

David A. Lambert, 35, general services officer in Yaounde, Cameroon, since 1979, died after an automobile accident in the West African city, on January 3. A native of Cleveland, Mr. Lambert graduated from The Citadel in South Carolina, and earned an additional bachelor's degree from Columbus College in Georgia. After serving in the Army for eight years, he joined the Foreign Service as a security officer assigned to the Washington Field Office, in 1976. Survivors include his wife (c/o William West, 421 Yearling Dr., Berea, O.), and a 10-month-old daughter. ☐

Mr. Lambert

Robert E. Read, 66, a retired Foreign Service officer, died on December 17. He joined the Foreign Service in 1945, and served in Brussels, Bern and New Delhi. In 1952, he was assigned to Stockholm, where he was second secretary and consular officer, and then economic officer. After a detail to the Peace Corps in 1962, he served as an educational and cultural exchange officer until his retirement in 1965.

A native of New Jersey, Mr. Read graduated from Columbia University and attended L'Ecole Libre Des Sciences Politiques. During the war, he was an administrative assistant and a field representative for the American Red Cross. He leaves a daughter, Donna Britell, and two sons, Robert and David. The latter lives at 14806 Palmerston Square, Centreville, Va. 22020. ☐

Joseph Rosa, 74, who served in Seoul as first secretary before retiring in 1966, died on December 5. Born in Hungary, he earned a bachelor's and master's at the University of Wisconsin. From 1939-42, he was an economist with the Department of Agriculture, where he returned for a year after serving overseas in the Army during the war. Mr. Rosa was chief of public finance for the Allied Commission for Austria, before joining the Department in 1947. He was assistant chief of development for the policy branch of the Investment and Economic Development Staff, 1950-54. Converting to the Foreign Service in 1955, he served as first secretary and consular officer in Paris, and then as first secretary in Saigon. Survivors include his wife, of 3503 Rodman Street N.W., Washington, D.C. 20016. ☐

Whitney Young, 84, a retired consular officer who joined the Foreign Service in 1924, died on December 13. During the '40s Mr. Young served as consular officer in Montevideo, Auckland and Southampton. Earlier assignments in his 25-year career included Kobe, Nagasaki, Yokohama, Taihoku, Colombo, Peiping, Tientsin, Seoul, Swatow and Hong Kong. He retired in 1949.

Mr. Young was a native of Chicago. He graduated from Harvard University. He was a lieutenant colonel in the Army, 1917-18. Survivors include his wife, of 631 Holland Drive, Statesville, N.C. 28677. ☐

Sophia Augusta Saucerman, 93, who served as assistant geographer for nearly 30 years, died on November 17 in Lynchburg, Va. A native of Minnesota and a graduate of the University of Chicago, Ms. Saucerman joined the Department in 1927. She was the U.S. delegate to the International Geographic Congress in Amsterdam, in 1938, and was the Department representative on the U.S. Board on Geographic Names. The author of "International Transfers of Territory in Europe Since 1914," she also wrote several articles on international boundaries and foreign place names. She retired in 1957.

Ms. Saucerman was a member of the Society of Woman Geographers and the Association of American Geographers, and was a fellow of the American Geographical Society. She leaves three grandchildren, two sisters, one son-in-law, and two great-grandchildren. ☐

Denis L. Van Patten, 40, a U.S. customs adviser and deputy chief of the narcotics control division in Quito, died in an automobile accident there on December 22. He had worked in Ecuador since 1976 with the U.S. Customs foreign operation staff, which functions under the general direction of State's Bureau of International Narcotics Matters.

A graduate in criminal justice from California State University, Mr. Van Patten had served in both the Marine Corps and Army. He joined Customs in 1974. Survivors include his wife, c/o Kevin S. Lee, 18181 Menderin La. #D, Yorba Linda, Calif. 92686, and two sons. ☐

Florence Land, mother of Foreign Service secretary Audrey Holstman, who is now serving in Madras, died of cancer on December 21. Mrs. Land had visited her daughter at her previous posts in Conakry and Jerusalem, and had accompanied her to Lumbumbashi and Madras. ☐

Daisy King Wheeler, 88, mother of retired Foreign Service secretary Marcella Wheeler, died of cancer on December 22. Mrs. Wheeler had accompanied her daughter to several posts, including London, Conakry, Prague and Tokyo. Marcella Wheeler lives at 988 Portola Drive, Del Rey Oaks, Calif. 93940. ☐

Michael P. Hammer, 42, director of the Agrarian Union Development Department of the American Institute for Free Labor Development, was killed by gunmen in San Salvador on January 3. Also killed in the incident, which took place in a hotel dining room, were Mark Pearlman, recently employed by the institute, and Rodolfo Viera, president of the Peasants Workers' Union, El Salvador. The three men were working on an agrarian reform program for the rural poor.

A 1964 graduate of Georgetown University's School of Foreign Service, Mr. Hammer was widely known among members of the Foreign Service. He had worked for the institute since 1965. ■

Mr. Hammer

Vice President Mondale **and** *Secretary Muskie* **were among those who attended the funeral of Michael Hammer.**

Library Booklist

The Department of State: 1781-1981

This is the second of a two-part bibliography commemorating the bicentennial of the Department. Last month's list focused on the history and organization of the Department. Library call numbers are given.

Foreign Service

American Foreign Service Journal. *The American Foreign Service: photographic register.* Supplement to vol. 13, no. 11, November 1936. 171p. JX1705.A62 (Photographs of "officer personnel" and embassy buildings.)

Barnes, William and John Heath Morgan. *The Foreign Service of the United States; origins, development, and functions.* Washington, Historical Office, U.S. Department of State, 1961. 430p. JX1706.A25 no. 96 Ref.

Burns, Gerald Edward, Jr. *A collective biography of consular officers, 1828-1861.* Ph.D. dissertation. University of Pittsburgh, 1973. 239p. (On order) (Includes information on the appointive process and the duties of consular officers.)

Childs, James Rives. *American Foreign Service.* New York, Holt, 1948. 261p. JX1705.C5 (The effect of the Foreign Service Act of 1946.)

Dougall, Richardson and Mary Patricia Chapman. *United States chiefs of mission, 1778-1973; Supplement, 1973-1974.* Washington, Historical Office, Department of State, 1973-74. JX1706.A25 no. 147 Ref. (Lists U.S. chiefs of mission by country. Also lists the Secretaries, under secretaries and assistant secretaries.)

Ilchman, Warren F. *Professional diplomacy in the United States, 1779-1939; a study in administrative history.* Chicago, University of Chicago Press, 1961. 254p. JX1705.14 (On the development of the diplomatic and consular service.)

Lay, Tracy Hollingsworth. *The Foreign Service of the United States.* New York, Prentice-Hall, 1925. 438p. JX1705.L3

Linehan, Patrick E. *The Foreign Service personnel system; an organization analysis.* Boulder, Colo., Westview, 1976. 401p. JX1706.Z5L55 Ref. (Interviews with Department and Foreign Service personnel.)

Parsons, Edmund Morris. *Personnel for diplomacy: optimizing resource allocation.* Master's thesis, Massachusetts Institute of Technology, August 1970, 161p. JX1706.Z5P3 (On the assignment of personnel overseas.)

Plischke, Elmer. *United States diplomats and their missions: a profile of American diplomatic emissaries since 1778.* Washington, American Enterprise Institute for Public Policy Research, 1975. 201p. JX1706.Z7P56

Schulzinger, Robert D. *The making of the diplomatic mind: the training, outlook and style of United States Foreign Service officers, 1908-1931.* Middletown, Conn., Wesleyan University Press, 1975. 237p. JX1706.Z5S38

Stuart, Graham H. *American diplomatic and consular practice,* 2d. ed. New York, Appleton-Century-Crofts, 1952, 477p. JX1705.S8 1952 Ref. (A history and a handbook.)

Trask, David F. *A short history of the U.S. Department of State, 1781-1981.* Washington, U.S. Department of State, Bureau of Public Affairs, 1981. 51p. Reprinted from the *Department of State Bulletin,* January 1981. (Illustrated bicentennial history.)

U.S. Department of State. *General instructions to the consuls and commercial agents of the United States.* Washington, Blair and Rives, 1833, 1838, 1851. JX1706.A7

U.S. Department of State. *Key officers of Foreign Service posts; guide for business representatives.* Washington, U.S. Gov't. Print. Off., Feb. 1964-date. Three times a year. JX1705. A215 Ref. (Identifies senior personnel at U.S. embassies and consulates.)

U.S. Department of State. *"This worked for me"; mission chiefs pool useful ideas and techniques.* Washington, U.S. Govt. Print. Off., 1964. 138p. JX 706.A65A3 (Aspects of life style and responsibilities of American diplomats abroad.)

Weil, Martin. *A pretty good club: the founding fathers of the U.S. Foreign Service.* New York, Norton, 1978. 313p. JX1706.Z5W4 (On career diplomats from the early to mid-20th century.)

Werking, Richard Hume. *The master architects: building the United States Foreign Service, 1890-1913.* Lexington, University of Kentucky Press, 1977. 330p. JX1705.W47

General studies

Argyris, Chris. *Some causes of organizational ineffectiveness within the Department of State.* Washington, U.S. Govt. Print. Off., 1967. 52p. JX1706.A252 no. 2.

Campbell, John F. *The foreign affairs fudge factory.* New York, Basic Books, 1971. 292p. JX1705.C18 ("Fudge factory" is columnist Joseph Kraft's term for the State Department.)

Esterline, John H. and Robert B. Black. *Inside foreign policy; the Department of State political system and its subsystems.* Palo Alto, Ca. Mayfield, 1975. 271p. JK853.E8 (On inter-agency coordination: the State Department, USIA and AID.)

Cooper, Joseph David. *Decision-making and the action process in the Department of State.* Washington, Office of Management and Budget, 1950. 341p. mimeographed. HD38.C58.

David, Joan. *Inside the State Department; how it works at home and abroad.* New York, Manhattan, 1952. 64p. JK851.D3 Ref.

Etzola, Thomas H. *The conduct of American foreign relations: the other side of diplomacy.* New York, New Viewpoints, 1977. 159p. E744.E 87 Ref. (Administrative and personnel issues.)

Leacacos, John P. *Fires in the in-basket; the ABC's of the State Department.* Cleveland, World Pub. Co., 1968. 552p. JX1706.A4L4 (An anecdotal look at the workings of the State Department by a reporter for the Cleveland Plain Dealer.)

Macomber, William B. *The angels' game: a handbook of modern diplomacy.* New York, Stein and Day, 1975. 225p. JX1662.M37 (Suggests skills needed in the Foreign Service and the State Department.)

Mennis, Bernard. *American foreign policy officials; who they are and what they believe regarding international politics.* Columbus, Ohio State University, 1971. JX1706.A4 1971 (Analyzes interviews with 95 Foreign Service and military officers in 1965.)

Perkins, Edward Joseph. *The priorities policy group: a case study of the institutionalization of a policy linkage and resource allocation mechanism in the Department of State.* Ph.D. thesis. University of Southern California, 1978. 385p. JK851.P45

Pruitt, Dean G. *Problem solving in the Department of State.* Denver, Colo., University of Denver, 1965? 1 v. unpaged. JK854.P7 (The author is a psychologist.)

Simpson, Smith. *Anatomy of the State Department.* Boston, Houghton, Mifflin, 1967. 285p. JK851.S54 (On factors contributing to the Department's decreased foreign policy role since 1945.)

Simpson, Smith. *The crisis in American diplomacy: shots across the bow of the State Department.* North Quincy, MA. Christopher Pub. House, 1980. 324p. JX1706.A4S55 (Argues for recognition of and education in diplomatic skills.)

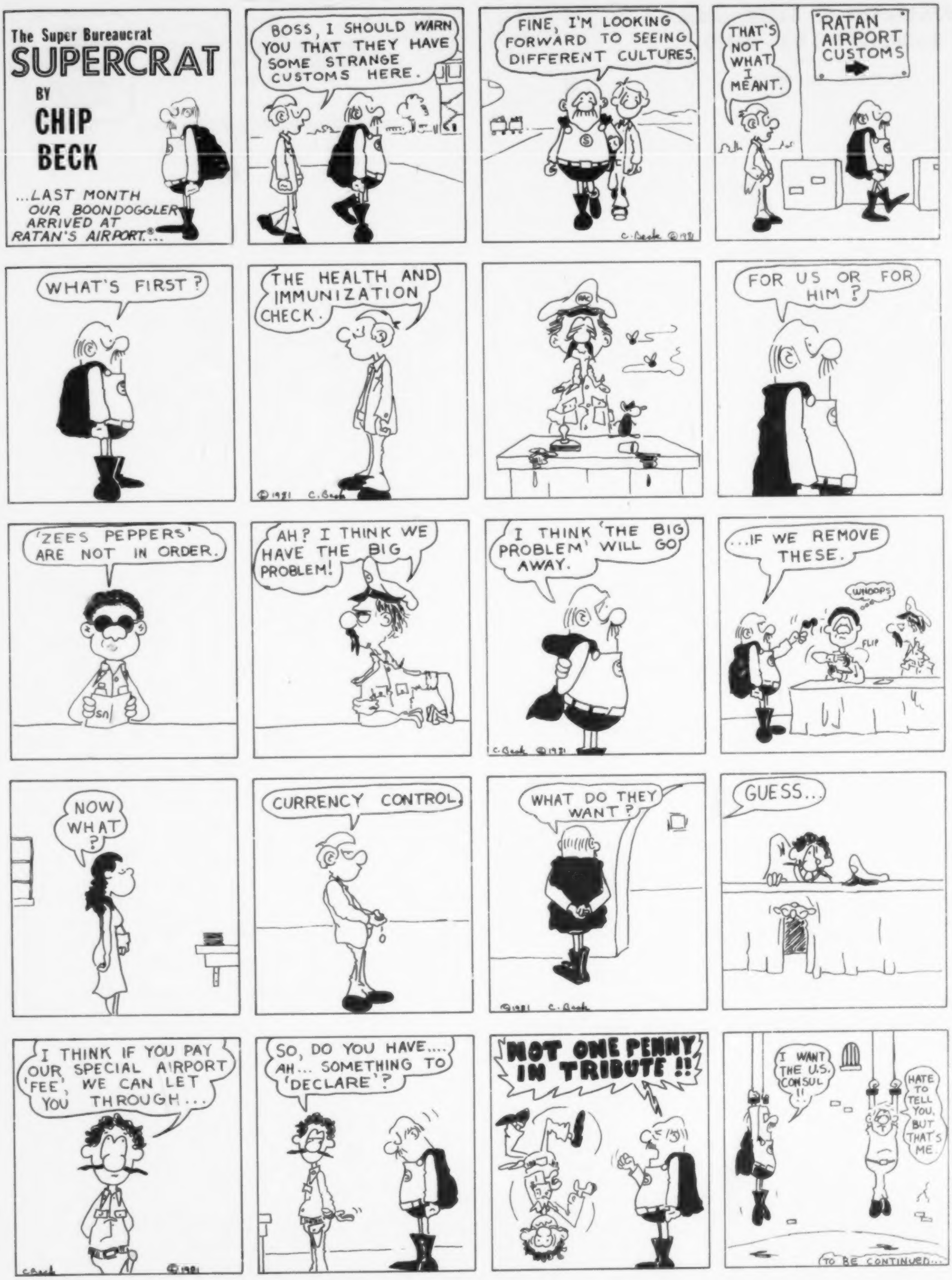
U.S. Congress. Senate. Committee on Foreign Relations. *State Department employee loyalty investigation; hearings.* Parts 1-3. Washington, U.S. Govt. Print. Off., 1950. 3 vols. JK851.A5 1950c (The McCarthy hearings.)

U.S. Congress. Senate. Committee on Foreign Relations. *State Department employee loyalty investigation; report.* Washington, U.S. Govt. Print. Off., 1950. 313, 34pp. JK851.A5 1950d (Report of the committee investigating Senator McCarthy's allegations.)

U.S. Department of State. *Diplomatic reception rooms.* Washington, U.S. Govt. Print. Off., *1966. 32p. JK1626.U5 Ref. (Illustrated guidebook to the furnishings of the Department's reception rooms.)*

Warwick, Donald P. *A theory of public bureaucracy: politics, personality, and organization in the State Department.* Cambridge, Mass., Harvard University Press, 1975. 252p. JK851.W37 (Based in part on interviews with senior State Department officials).

Willis, David K. *The State Department.* Boston, Christian Science Monitor, 1968. 101p. JK851.W54 (Focuses on the people who conduct American foreign policy. ■


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
...LAST MONTH OUR BOONDOGGLER ARRIVED AT RATAN'S AIRPORT®...
BOSS, I SHOULD WARN YOU THAT THEY HAVE SOME STRANGE CUSTOMS HERE.
FINE, I'M LOOKING FORWARD TO SEEING DIFFERENT CULTURES.
C. Beck ©1981
THAT'S NOT WHAT I MEANT.
RATAN AIRPORT CUSTOMS
WHAT'S FIRST?
THE HEALTH AND IMMUNIZATION CHECK.
©1981 C. Beck
FOR US OR FOR HIM?
'ZEES PEPPERS' ARE NOT IN ORDER.
AH? I THINK WE HAVE THE BIG PROBLEM!
I THINK 'THE BIG PROBLEM' WILL GO AWAY.
C. Beck ©1981
...IF WE REMOVE THESE.
WHOOPS
FLIP
NOW WHAT?
CURRENCY CONTROL
WHAT DO THEY WANT?
©1981 C. Beck
GUESS...
I THINK IF YOU PAY OUR SPECIAL AIRPORT 'FEE', WE CAN LET YOU THROUGH...
C. Beck ©1981
SO, DO YOU HAVE.... AH... SOMETHING TO 'DECLARE'?
NOT ONE PENNY IN TRIBUTE !!
I WANT THE U.S. CONSUL !!
HATE TO TELL YOU, BUT THAT'S ME.
TO BE CONTINUED...

DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

U.S. MAIL

CONTROLLED CIRCULATION RATE

232

State

The Newsletter United States Department of State March 1981

S1.118:

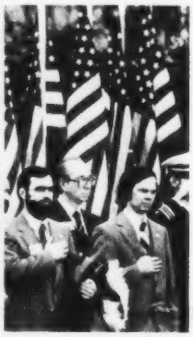
THE COVER—In honor of the 52 freed U.S. hostages, Embassy Lilongwe triumphantly flies an American flag, brought to Malawi from Iran. It was recaptured from Iranian "students" during the initial takeover of the U.S. embassy on Valentine's Day 1979. Steven Shannon and Vincent McCarron were assigned to Tehran at the time. Now, in Lilongwe, nearly two years later, they hoist Old Glory as acting chargé d'affaires Richard Watkins looks on. (Story on Page 35.)

United States Department of State

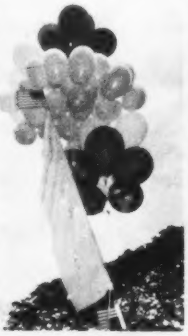
State

March 1981
No. 232

9



25



26

55

News stories

2 New leadership team at State
10 Foreign Service Act
11 Income tax ruling
13 FSO-3 wins $5,000 award
13 Consular award winner

Feature stories

8 The pair from Paraguay
15 Terror: You're not immune
15 Queen on terrorism
26 STATE roundup: Our posts celebrate hostages' release
65 Babel at Embassy Tel Aviv

Photo stories

18 Hostages return to U.S.
48 Post-of-the month: Islamabad
61 Joy in Japan

Departments and features

59 Alcohol awareness
67 "American Diplomacy"
2 Appointments
56 "Ask Dr. Korcak"
80 Bureau Notes
63 Diplo-Crostic, by Becker
62 Education and Training
43 Grievance Actions
13 Honors and Awards
1 Letters to Editor
96 Library Booklist
88 Look-Alikes
95 New Directives
10 News Highlights
94 Obituaries
68 Personnel: Civil Service
72 Personnel: Foreign Service
90 Transfer Tremors

58 .... Grief in Foreign Service families

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

Letters to the Editor

The historical Cordell Hull

WASHINGTON

DEAR SIR:

I have just read with distressing interest the article by David F. Trask in the January issue, entitled "The story of the State Department."

I am astonished at the numerous inaccuracies contained in his article. As an example, in the paragraph on Page 23, Mr. Trask states: "The deficiencies of the Department as a source of influential policy advice became painfully apparent during World War II, when Secretary Hull was routinely excluded from the great wartime conferences that decided the grand strategy of the American-British-Russian coalition."

I served as an assistant in Secretary Hull's office from 1936 until March 1944, the period during which World War II began and was drawing to a close. For reasons which are obvious, no complete record was kept of the almost daily telephone conversations between President Roosevelt and Secretary Hull. But despite the allegations of the "deficiencies of the Department as a source of influential policy advice," rarely a day passed during those fateful war years that President Roosevelt and Secretary Hull did not discuss by telephone, or in person, important international developments.

Furthermore, throughout the war, weekly conferences were held in Secretary Hull's office, with War Secretary Stimson and Navy Secretary Knox in attendance, at which these Department heads were fully informed of any political developments which in turn helped prescribe the course of action to be taken by the War and Navy Departments under certain contingencies. I might add that General Marshall and Admiral Leahy frequently visited Secretary Hull to

—(Continued on Page 90)

Appointments

Reagan, Haig are organizing a new leadership team

Justice Clark of California is the choice for deputy secretary

PRESIDENT Reagan and Secretary Haig, building a new foreign policy leadership team in the early weeks of the new admininstration, by early March had formally nominated, or had announced an intention to nominate, 18 persons. Senate confirmation will be required in most cases.

Named for top posts by President Reagan were:

Deputy secretary:

- William P. Clark, associate justice of the California Supreme Court, to succeed Warren Christopher in the Department's No. 2 position. (Acting first on this nomination, the Senate voted confirmation on February 24.)

Under secretaries:

- Political affairs—Walter J. Stoessel Jr., ambassador to West Germany, to succeed David D. Newsom.
- Security assistance—James L. Buckley, former U.S. senator (R.-N.Y.), to replace Matthew Nimetz.
- Management—Richard T. Kennedy, commissioner, U.S. Nuclear Regulatory Commission, to succeed Ben H. Read.

Counselor of the Department:

- Robert G. McFarlane, a staff member of the Senate Committee on Armed Services, to succeed Rozanne L. Ridgway.

Assistant secretaries:

- Congressional relations—Richard Fairbanks, a partner in the law firm of Beveridge, Fairbanks & Diamond, to replace J. Brian Atwood.
- International organization affairs—Elliott Abrams, an attorney with the law firm of Verner, Lipert, Bernhard & McPherson, to succeed Charles William Maynes.
- Oceans and international environmental and scientific affairs—James L. Malone, an attorney with the law firm of Doube & Muntzing, to succeed Thomas R. Pickering.
- Human rights and humanitarian affairs—Ernest W. Lefever, head of the Ethics and Public Policy Center, Washington, to succeed Patricia M. Derian.

Other senior positions:

Mr. Haig made the following appointments:

- Director general of the Foreign Service and director of personnel—Joan M. Clark, ambassador to Malta, to succeed Harry G. Barnes Jr. (Miss Clark received an interim appointment. Mr. Haig said he intends also to propose that the President nominate her for a permanent appointment under the provisions of the new Foreign Service Act, which require the advice and consent of the Senate.) Mr. Barnes will be given "an important new assignment." He was working in the Department on implementation of the 1980 Foreign Service Act as the month ended.
- Inspector general—Robert Lyle Brown, a former senior Foreign Service inspector, to succeed Robert C. Brewster. This, too, is an interim appointment. Mr. Haig said he intends in this case as well to propose Mr. Brown's nomination on a permanent basis under the Foreign Service Act.
- Director of the Policy Planning Staff—Paul D. Wolfowitz, a professor at Johns Hopkins School of Advanced International Studies, to replace Anthony Lake.
- Director of politico-military affairs—Richard R. Burt, a New York newsman, to succeed Reginald Bartholomew.
- Executive secretary of the Department—L. Paul Bremer III, deputy executive secretary, to replace Peter Tarnoff.

Ambassadors:

President Reagan nominated the following persons at the ambassadorial level:

- Ambassador-at-large for cultural affairs—Daniel J. Terra, chief executive officer, Lawter Chemicals, Inc., Northbrook, Ill. This is a new position in the Department.
- Alternate U.S. representative for special political affairs in the United Nations—Charles M. Lichenstein, a Washington consultant.
- Chief of protocol, with rank of ambassador—Leonore Annenberg, wife of the former U.S. ambassador to the United Kingdom, Walter H. Annenberg.
- Personal representative to the Vatican—William A. Wilson, former president, Web Wilson Oil Tools, Inc., California.

Mr. Clark

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Clark has been on the high court since 1973. He was on the Superior Court of California, 1969-71, and the state court of appeals, 1971-73. From 1967 to 1969 he was chief of staff to then Governor Reagan in Sacramento. He was responsible for reorganizing the executive branch of the state government. He also was chairman of the Chile-California Program, based on a three-way

Mr. Stoessel

Mr. Buckley

Mr. Kennedy

contract involving AID, Chile and California. As chief of staff, he dealt extensively with departments of the federal Government, as well as with the congressional delegation from California.

Before joining the state government, Mr. Clark was senior partner in the law firm of Clark, Cole & Fairfield, in Oxnard, Calif. Following World War II, he served in the Counter-Intelligence Corps in western Europe. He has traveled extensively in that region and in Mexico. His law practice included clients in and from those areas.

Mr. Clark has lectured on comparative law in Budapest and Salzburg. He attended Stanford and Santa Clara Universities and Loyola Night Law School. A fourth-generation Californian, he is married to the former Joan Brauner; they have five children.

* * *

Mr. Stoessel was the U.S. envoy to the Soviet Union, 1974-76. He has served in West Germany since 1976. During 1972-74 he was assistant secretary for European affairs. He was ambassador to Poland, 1968-72.

Mr. Stoessel has also served as political officer in Paris, 1961-63; deputy chief of mission in Moscow, 1963-65; and deputy assistant secretary for European affairs, 1965-68. From 1942 to 1961 he held a variety of diplomatic positions in Caracas, Moscow, Bad Nauheim and Paris. He was born in Manhattan, Kan., on January 24, 1920. He is a 1941 graduate of Stanford.

* * *

Mr. Buckley was a senator from 1971 to 1977. He was a member of the Public Works, Commerce and Budget Committees and the Joint Committee on Atomic Energy. Since 1977 he has been a business consultant and corporate director.

Before entering the Senate, Mr. Buckley was engaged in business negotiations in several countries in southeast Asia, Canada, Latin America, Europe and Australia. In 1953 he was an officer and director of the Catawba Corp., a privately-owned firm providing a variety of services to a group of oil and gas exploration companies operating primarily outside the United States. From 1949 to 1953 he practiced law with a Connecticut law firm, Wiggin & Dana.

Mr. Buckley received his bachelor's from Yale in 1943, and a degree from Yale Law School in 1949. He was an officer in the U.S. Naval Reserve, and was discharged from active duty with the rank of lieutenant in 1946. Mr. Buckley, 57, is married to the former Ann Frances Cooley; they have five sons and a daughter.

* * *

Mr. Kennedy was on the regulatory commission from 1975 until recently. From 1969 to 1975 he was deputy assistant to the President for National Security Council planning, and a senior member of the council's staff.

Before that appointment, he was assistant director, deputy director and director of the Africa Region, Office of the Assistant Secretary of Defense for International Security Affairs. From 1961 to 1963 he served as a staff officer in the Office of the [illegible]istant to the Secretary of Defense. Mr. Kennedy headed President-elect Reagan's Nuclear Regulatory Commission transition team.

Born on December 24, 1919, he received his bachelor's in economics from the University of Rochester in 1941. He received a master's in business administration, with distinction, from the Harvard Graduate School of Business Administration in 1953. He served in the Army for 30 years, retiring in 1971 with the rank of colonel.

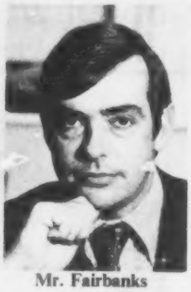
Mr. Kennedy is a member of the Red Cross' advisory board to military families (District of Columbia chapter). He also is a member of the National Association of Regulatory Utility Commissioners and the international advisory committee, American Nuclear Society. He was awarded the Distinguished Service Medal, the Legion of Merit, the Bronze Star, the Army Commendation Medal and the Secretary of the Army Commendation. Mr. Kennedy is the author of many articles about the civil use of nuclear energy, the worldwide energy problem and regulatory matters. He and his wife, Jean, reside in the District of Columbia.

* * *

Mr. McFarlane has been a member of the professional committee staff since 1979. He was a senior research fellow at National Defense University, Washington, 1977-78. He has served as special assistant to the President for national security affairs, 1976-77. He was executive assistant to the assistant to the President for national security affairs, 1975-76. From 1973 to 1975 he was military assistant to Henry A. Kissinger at the White House. He was a White House fellow and executive assistant to the counsel to the President for legislative affairs, 1971-72.

Born in 1937, Mr. McFarlane received a bachelor's in science from the U.S. Naval Academy in 1959. He studied international relations, completing course work toward a doctorate, at the Institut des Hautes Etudes, Geneva, in 1967. Mr. McFarlane, a Marine officer, received the Distinguished Service Medal, the nation's highest peacetime military decoration. He has won many other honors—including the Alfred Thayer Mahan Award for his book, "Crisis Resolution," and other publications.

Mr. McFarlane


Mr. Fairbanks

Mr. Abrams

Mr. Malone

Mr. McFarlane and his wife, Jonda, have three children.

* * *

Mr. Fairbanks had been an associate with the Washington law firm of Arnold & Porter, 1969-71. In the summer of 1968 he was with the Washington law firm of Covington & Burling.

From January to June 1971, he was special assistant to the administrator, Environmental Protection Agency. He then served as staff assistant in the agency. He became associate director, natural resources, energy and environment at the agency, serving in that post from July 1971 until April 1974. He also was a member of the President's Domestic Council. From 1974 to 1977 he was a member of President Ford's citizen's advisory committee on environmental quality.

Born in Indianapolis, Mr. Fairbanks received a bachelor's from Yale in 1962, and a doctorate from the Columbia School of Law in 1969. He served in the Navy, 1962-66. He was admitted to the District of Columbia bar, and to practice before the Supreme Court. He is a trustee of Meridian House International and a member of the Council on Natural Resources of the Republican National Committee. He is a founder of the American Refugee Committee of Washington. He and his wife, Ann, have two children.

* * *

Mr. Abrams, from 1977 to 1979, was special counsel to Senator Daniel Moynihan (D.-N.Y.). From 1975 to 1976, he served in the same capacity for Senator Henry Jackson (D.-Wash.). Earlier, he was an attorney with the Boston law firm of Breed, Abbott & Morgan.

Mr. Abrams, 33, received a bachelor's from Harvard in 1969, a master's in science from the London School of Economics in 1970, and a doctorate from Harvard Law School in 1973.

* * *

Mr. Malone's law firm specializes in energy law and international business and economic matters. Mr. Malone was the ambassador and U.S. representative to the Conference of the Committee on Disarmament, 1976-77. He served as assistant general counsel to the Arms Control and Disarmament Agency, 1971-73, and as general counsel, 1973-76. He was the senior principal trial attorney for the Federal Maritime Commission, 1970-71.

Before his Government positions, Mr. Malone was a visiting professor at the University of Texas School of Law. He has also held other academic positions, including dean and professor of law, Willamette University, 1967-68; and assistant dean and lecturer, School of Law, University of California at Los Angeles, 1961-67.

Born in Los Angeles on December 22, 1931, he received a bachelor's from Pomona College in 1953, and a doctorate from Stanford Law School in 1959. He was an instructor at the Infantry School, Fort Benning, Ga., with the rank of first lieutenant in the Army, 1954-56. He is a member of the District

Mr. Lefever

Miss Clark

Mr. Brown

Mr. Wolfowitz

Mr. Burt

Mr. Bremer

of Columbia, California, and American bar associations, and the author of many books and articles. Mr. Malone is married and has three children.

* * *

Mr. Lefever was the founder of the Ethics and Public Policy Center in 1976 at Georgetown University. It became independent in 1980. He is a professorial lecturer in the Department of Government and a faculty associate of the Center for Strategic and International Studies, both of Georgetown University. From 1964 to 1976, he was on the senior foreign policy studies staff of Brookings Institution.

He received a bachelor's from Elizabethtown College and a bachelor's and doctorate from Yale. He is a member of the International Institute for Strategic Studies (London), the Washington Institute of Foreign Affairs and the Johns Hopkins University Society of Scholars. He serves on the editorial boards of World Affairs and Policy Review. He has written, edited or coauthored 14 books.

Mr. Lefever has done research at the Johns Hopkins School of Advanced International Studies, taught political science at the University of Maryland and American University, headed the Foreign Affairs Division of the Library of Congress, and was associated with the Washington Center of Foreign Policy Research. He has lectured at the National War College, the Army, Navy, and Air Force War Colleges, the Japan Defense College, the Foreign Service Institute and many universities. He has traveled widely in Europe, Asia, Africa, and Latin America. He has visited the Soviet Union, Poland, Hungary, Czechoslovakia, Yugoslavia and East Germany. He has participated in international conferences in Austria, Britain, Canada, Chile, Italy, Japan, the Netherlands, Norway, South Africa, Swaziland, Switzerland and Taiwan.

In the first three years after World War II he was a field secretary for all World's Alliance of YMCAs in Europe, working among German prisoners of war. He was an international affairs specialist on the National Council of Churches staff in New York, 1952-1954.

Mr. Lefever was born in York, Pa. He is married and has two sons.

* * *

Miss Clark was named ambassador to Malta in 1979. A Foreign Service officer since July 1945, she held assignments in Berlin, London, Belgrade and Luxembourg, among other places. In Washington, she served in several management and administrative positions—including chief of personnel operations in the Bureau of Inter-American Affairs, executive director of the Bureau of European Affairs, and director of the Office of Management Operations.

Miss Clark received the Department's Superior Honor Award in 1970. She won the Luther I. Replogle Award for Management Improvement in 1975.

* * *

Mr. Brown served as political adviser to General Haig when the latter was the supreme allied commander in Europe. Mr. Brown, under Secretaries Dean Rusk and William P. Rogers, was deputy executive secretary of the Department. He served in Japan, 1951-54, as chief of the economics section. He also was counselor for economic affairs in Taipei, 1965-68, and was an economic counselor to the Republic of China.

From 1972 to 1975, as deputy director of personnel in the Department, Mr. Brown was responsible for the recruitment, selection and hiring of 1,700 Americans to serve the Department in Washington and overseas. He holds the Department's Superior Honor Award and the Secretary of Defense's Civilian Defense Medal.

* * *

Mr. Wolfowitz is a former assistant secretary of defense. He has held other Government positions, including that of a special assistant for the strategic arms limitation talks, Office of the Director, Arms Control and Disarmament Agency. He was a deputy assistant director in the agency's Verification and Analysis Bureau. He also was special assistant to the director of the agency.

Mr. Wolfowitz has served as lecturer and assistant professor in the department of political science at Yale; consultant for the Rand Corp.; and member of the program and education staff in the U.S. Bureau of the Budget. He is a National Science Foundation fellow, a Woodrow Wilson honorary fellow, a Telluride scholar, a Cornell national scholar, a General Motors honorary scholar, and a member of Phi Beta Kappa.

* * *

Mr. Burt was national security affairs correspondent for the New York Times when he was tapped by Mr. Haig. His duties included covering foreign policy and defense issues in Washington, including the State Department, the Pentagon, the National Security Council, the Central Intelligence Agency and

Mr. Terra

Mrs. Annenberg

Capitol Hill. At the Times, he held the position which had been occupied by Leslie Gelb, who became director of politico-military affairs at State under President Carter.

Mr. Burt was a research fellow at the Center for Foreign Policy Research, Johns Hopkins School of Advanced International Studies. He lectured regularly at Georgetown, the Foreign Service Institute and the National War College. He was assistant director of the International Institute for Strategic Studies in London. He is a member of the Council on Foreign Relations, American Council on Germany, the Royal Institute for International Affairs, and the American Committee of the International Institute for Strategic Studies.

* * *

Mr. Bremer, a Foreign Service officer since 1966, has served in Malawi and Afghanistan, and was deputy chief of mission in Oslo. In the Department, his assignments have included service as staff assistant to Secretary William P. Rogers and as special assistant, then executive assistant, to Secretary Henry A. Kissinger. Mr. Bremer is a graduate of Yale. He has degrees from the University of Paris and Harvard.

* * *

Mr. Terra, in the new post, would report to the Secretary. He would represent the President at national and international cultural events having "significant American participation," the White House said.

He also would serve as adviser for the cultural programming functions of ICA, and as liaison between the Department and ICA to plan cultural programs abroad. He would make recommendations to the Secretary and the President. In addition, he would provide guidance to the Department's art-in-embassies program, to ensure that American art displayed in ambassadorial residences abroad is representative of the nation's cultural heritage and in concert with the President's goals and State's international policies. In addition, he would advise other U.S. Government agencies on cultural affairs.

Mr. Terra serves on many cultural and civic committees. He was active in the Reagan-Bush campaign. Born in Philadelphia, on June 8, 1911, he received a bachelor's in science from Penn State in 1931, and a doctorate in law from MacMurray College in 1973. He is married and makes his home in Kenilworth, Ill.

* * *

Mr. Lichenstein's clients have included the American Enterprise Institute for Public Policy Research, the Consortium for the Study of Intelligence and the National Strategy Information Center. He has held many Government posts, including senior vice president with the Public Broadcasting Service in Washington, 1975-79; special assistant to then Secretary Robert Finch at the Department of Health, Education and Welfare; special assistant and later administrative assistant to the then chairman of the Federal Communications Commission, Dean Burch, 1971-74; and special assistant to the President, 1974.

From 1965 to 1968 Mr. Lichenstein was a founding trustee, director of publications and executive director of the Free Society Association, Washington. He also was a freelance writer for Senator Barry Goldwater (R.-Ariz.) and director of research for the Goldwater for President Committee and the Republican National Committee, 1963-65. He was a research assistant to Richard Nixon, 1959-63.

Earlier, he was a junior officer trainee and current intelligence analyst (Near East), and special projects director, Office of Training, Central Intelligence Agency, 1952-56; assistant instructor in political science at Yale and Albertus Magnus College in New Haven, 1957-58; and instructor in political science at the University of Notre Dame, 1958-59.

Mr. Lichenstein was born on September 20, 1926. He has a bachelor's master's and a doctorate from Yale.

* * *

Mrs. Annenberg has been active in the arts for many years. She is a trustee of the Annenberg School of Communications, a graduate school with extensions at the Universities of California and Pennsylvania. She serves on the board of the Pennsylvania Academy of Fine Arts, the Philadelphia Orchestra and the Academy of Music in Philadelphia. She is a trustee of the Philadelphia Museum of Art.

In addition, she is a member of the Philadelphia Society for the Preservation of Landmarks and the White House Preservation Fund, and a former president of the Palm Springs Desert Museum. She is an honorary trustee of the Performing Arts Council of the Music Center of Los Angeles County, and a director of the Metropolitan Opera Associates.

Born in New York on February 20, 1918, Mrs. Annenberg received a bachelor's from Stanford in 1940. Her husband is the publisher of several newspapers and magazines.

* * *

Mr. Wilson will visit the Vatican from time to time to exchange views with Pope John Paul II and Vatican officials on "international and humanitarian subjects of interest and concern to the Holy See and the United States Government," the White House announced.

A registered mechanical and metallurgical engineer in California, Mr. Wilson headed the tool company until 1960. He is active in real estate development and has cattle interests in the United States and Mexico. He is on the board of St. John's Hospital, Santa Monica, Calif.; the board of regents of the University of California, where he is on the investment, finance, audit and other committees; and on the board of Earle M. Jorgensen Co. He also has served as a member of the California Post Secondary Education Committee and the Commission of the Californias, an organization for the promotion of understanding between California and Baja California.

Born in Los Angeles, he attended Stanford and graduated with a degree in mechanical engineering. During World War II he served as a captain in Army ordnance. He is married to the former Elizabeth Johnson; they have two children and six grandchildren. □

Loret Ruppe named Peace Corps chief

Loret Miller Ruppe, who has traveled extensively through northern and eastern Africa, has been nominated by President Reagan to be director of the Peace Corps. She has spent considerable time in Kenya, Morocco, Egypt and the Spanish Sahara. Visits with her family members who were teaching in Tanzania have afforded her a first-hand look at problems confronting the Third World. Mrs. Ruppe attended the 1978 Conference on Africa at Ditchley Park, England.

Mrs. Ruppe

In 1979, she co-chaired the Michigan Reagan/Bush State Committee. She was born January 3, 1936 in Milwaukee, and attended Marymount College in Tarrytown, N.Y., and Marquette University in Milwaukee, concentrating on history and education. In 1966, she assisted her husband, Philip, in his campaign for Congress, where he represented Michigan's 11th district for six terms. In Washington, Mrs. Ruppe served as president of the International Neighbors Club IV, an organization which assisted wives of Government officials, members of Congress and foreign diplomats. Her husband retired from Congress in 1979. They have five daughters. □

Ex-Peace Corpsman is AID choice

President Reagan has announced the nomination of M. Peter McPherson as administrator of the Agency for International Development (AID). Mr. McPherson, acting White House counsel, was the general counsel to the transition. Prior to that, he was a partner and head of the Washington office of the Ohio-based law firm of Vorys, Sater, Seymour & Pease.

He served as special assistant to President Ford, and deputy director of presidential personnel in the Ford White House. He was a tax law specialist for several years at the Internal Revenue Service, primarily working on international tax problems. He was a Peace Corps volunteer in the middle '60s in Peru, and at that time worked extensively with Food for Peace.

Previously he served on the presidentially-appointed Board for International Food and Agriculture Development, an advisory committee on AID agriculture activities. He was also chairman of the Latin American work group of the Joint Committee on Agriculture Development, an advisory group to AID on Latin American agricultural matters. Mr. McPherson is married and has two sons.□

Department staff changes are announced

Alvin Paul Drischler is the new senior deputy assistant secretary for congressional relations. . . **John H. Kelly** is the new deputy executive secretary of the Department. Replacing him as director of the Secretariat Staff is **Alvin P. Adams Jr.** . . . **Dennis Chapman** is the director of the Office of Intelligence Support, Bureau of Intelligence and Research . . . **John T. Sprott** has assumed his duties as deputy director of the Foreign Service Institute. ■

PARIS—In observance of the Department's 200th birthday, Ambassador *Arthur A. Hartman* lays wreath on bronze statue of Benjamin Franklin, first U.S. minister to France.

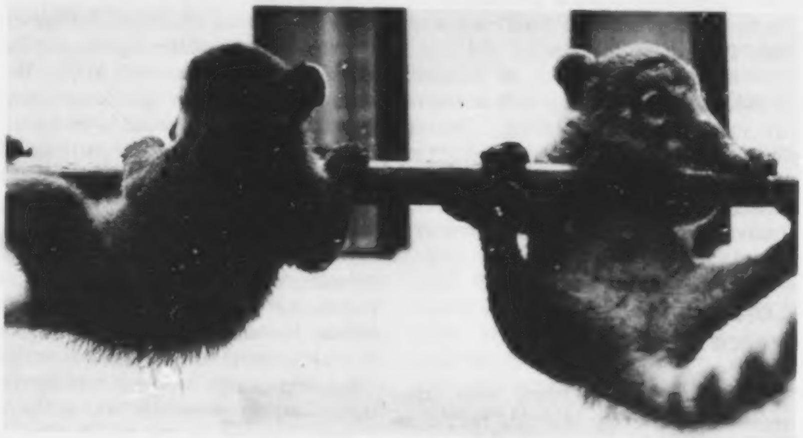
Life in the Foreign Service

The pushy pair from Paraguay

They're called. . . uh. . .(we can't pronounce the name)

BY DOROTHY SHARP CARTER

U.S. Foreign Service officers stationed abroad are forced to negotiate with all sorts of strange animals. This is another in our series citing examples (we'd love to keep the series going). The author is the wife of Albert E. Carter, who was deputy chief of mission in the South American nation, 1957-61.



DURING THE four and a half years that we were stationed in Asuncion, Paraguay, it was my habit in the morning to accompany the cook, Josefina, to market. Not every morning, of course, but two or three times a week. Josefina was not exactly overjoyed with my companionship, as it deprived her of the opportunity to haggle and gossip and otherwise fritter away an hour or so with the *marchantes* and fellow cooks.

Mrs. Carter

On one of these excursions I spied two droll animals tied to an outdoor stall. They were the size of possums, their fur a tannish-brown. Unlike the little dog with his tail cut short and his ears cut long, they had average-size ears but long, thin, ringed tails, and long snouts to boot. In the process of running restlessly back and forth, they were sniffing and pushing their snouts into every nook and cranny within reach.

"What are those?" I asked the vendor.

"*Son coatis, senõra,*" she answered.

"Coatis? Do they make good pets?"

"*Very* good pets, *senõra.*"

My daughter Janet's 10th birthday was approaching. She loved animals—any kind of animal. Inspired, I bought the pair. The vendor dumped them into a basket which she handed me, and gave the cords still attached to their necks to a reluctant Josefina.

"It is not possible to carry baskets of fruit and vegetables *and* hold the leashes," Josefina remarked glumly.

"We will forget about the vegetables for today. You may open cans."

Brightening at this, Josefina tagged behind me, cords in hand, while the coatis bounced about the basket in a frenzy of curiosity, almost falling over the edge, threatening each moment to escape. It was an exhausting journey home. The coatis remained in perpetual motion. Josefina took every opportunity to explain to interested passersby that yes, the creatures were coatis; yes, the *senõra* was *americana*; and yes, it was true that Americans were given to sudden whims such as the purchase of wild and exotic animals.

On one count I was right. Jannie was in raptures over the coatis, as were her two sisters and brother. We named the two creatures—cousins of racoon—Cyrano and Pinocchio (my husband Albert's idea). They were given the free run of our enormous walled garden. To begin with, that is.

We had always maintained that life in Paraguay was like an operetta come true: strange and wondrous things were apt to happen at any moment. With the acquisition of Pinoc and Cyrano, life became even more operatic, not to mention livelier.

On their first day with us the coatis, in exploring their new territory, managed to flush out a nest of wasps. The children, cook, maid, gardener and dog—all received two or more stings apiece; both coatis were lumpy and swollen from snout to tail. At least they accepted their affliction philosophically and complained not at all, which could hardly be said of the other wounded.

As a result of this mishap the gardener, Pedro, was persuaded—easily, for a change—to construct a stout cage of wood and wire. Here the coatis could spend their nights. The cage also served as a safety valve—for us. When their antics became too exasperating, they could be lured into the cage with a carrot or a cookie for a cooling-off period.

The coatis were inseparable. So were they and the children. Although fond of all the children, the two favored Jannie and would follow her anywhere. As soon as she left the breakfast table they dropped whatever they were doing to dash after her, squealing madly. Jannie would hold out a stick, which the coatis would creep onto and then dangle, upside down. They would allow themselves for short periods—very short periods—to be wheeled about in doll carriages. Jan and her sisters wore them curled round their necks as furry collars.

One of their tricks was to scramble up the children's legs and bodies to their shoulders. Jan, Debby, Sally and Rob were delighted with this accomplishment. The maid and cook, suspicious of such athletic personalities, swatted them with towels if they came too near, or rather, swatted *at* them. They seldom connected; the coatis were too quick.

Janet* and *Pinnochio.

They could climb anything. Having clambered up a young tree or bush, they would ride the end of a supple limb, Tarzan-style, back to earth. Pinoc was the clown of the pair; he would leap for a low branch, miss, go sprawling on the ground—and then look round for the laughs.

They would scale the walls of our home by means of the high window or door screens, reaching a height of 12 or 15 feet. At that point they were marooned, too fearful to descend, and would have to be rescued by a sour Pedro, who was afraid of both heights and coatis.

One Sunday morning we were strolling out to the patio, where in good weather we always had breakfast. There was a horrified shriek from that direction. We broke into a run.

"*Malcriados*!" (the equivalent of "Were you raised in a pigpen?")

"*Señoooooooora!*" It was the maid Lucy's tearful voice.

Lucy stood holding a platter of hot pancakes. She waved tragically towards the table. Pinoc and Cyrano, protagonists in high drama, were racing from cups of cocoa to pitcher of syrup to plate of butter to glasses of orange juice. They had made one of their not infrequent escapes from their cage and were enjoying a gourmet meal.

To mollify Lucy and Josefina, who were ready to quit on the spot, we settled for soggy pancakes smeared with jam served in the dining room. We ate silently. From the kitchen floated shrill, indignant voices. From the patio came the rattle of china as the coatis continued their orgy. Their appetites were bigger than they were.

Pedro was another one impervious to Pinoc's and Cyrano's charms. Not only was he called on to rescue the pets from dizzying heights or from the neighbors' garden, which they happily invaded; he had also to follow them about our own garden and fill in the holes they dug.

The coatis' favorite foods were eggs and grubs. The latter were found in abundance in the soft, moist soil of the lawn; Pinoc and Cyrano had only to root them out with their snouts, an activity they could carry on for hours at a time. Soon the grass was a foot high.

"Where is the time to cut it?" Pedro would grumble. "I am kept occupied repairing the mischief of these accursed devilets."

The poodle, Nappy, had his problems, too. A friendly fellow, he would cautiously follow the coatis, hoping to make friends. At times he approached closely enough to tread on a tail. Both coatis would whirl, their teeth bared, snarl and make a ferocious lunge for their pursuer. Nappy would streak across the yard ki-yiing in mortal terror, coatis snapping at his heels. The commotion could be heard for a block and brought all household business to a halt until the coatis could be diverted and Nappy soothed.

The climax of the Coati affair—or, more accurately, anticlimax—occurred when I submitted some photos of the coatis to Life magazine. A few weeks later came a letter: while my pictures fell short of professional quality, the editors of Life were intrigued. Could they send a photographic team to us from Argentina to photograph the coatis, along with Jannie, her sisters and brother?

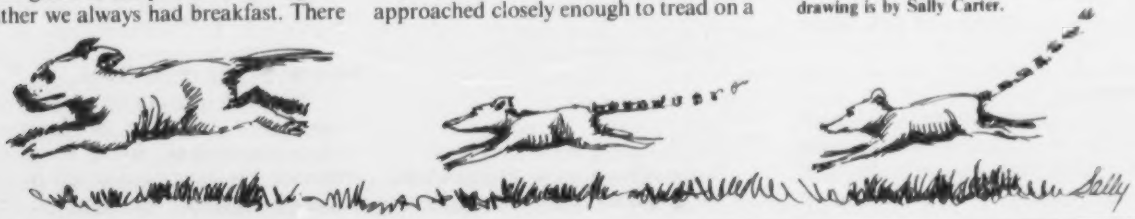
Alas. Too late. By a mere few days did Cyrano and Pinoc thus miss the glory of international fame.

Our home leave loomed ahead of us, only a few weeks away. We had discussed the matter with the children, who argued, with reason, that the coatis might be mischievous but were not vicious. True, my husband and I agreed, but did they really want to trust them to the perhaps not so tender,loving care of Lucy, Josefina and Pedro while we were away? There was no one else to look after them; many of the children's friends were willing, but their parents were certainly not.

It was finally decided to turn the coatis loose in Paraguay's beautiful big botanical garden. Self-sufficient as they were, the animals would have no trouble in finding food or defending themselves.

"I will never forget you, Pinoc and Cyrano," Jannie whispered to them as she set them down on the garden grounds. And of course she never did. Nor did the rest of us. ■

The photographs are by the author. The drawing is by Sally Carter.



News Highlights

New Foreign Service Act becomes effective

Department Notice explains implementation

WITH KEY provisions of new Foreign Service Act becoming effective on February 15, a status report on its implementation was circulated to employees in the form of a Department Notice which, officials said, "will be supplemented with more detailed information over the weeks ahead." The Notice advised State employees of the following:

Senior Foreign Service

For officers serving in Classes 2 and above who are considering joining the new executive corps, there is an advantage in requesting to do so before June 14, since until that time acceptance will be automatic for all FSOs, FSIOs and other worldwide-obligated officers who apply. Those who request appointment more than 120 days after the effective date of the act must be evaluated on the same basis as officers considered for promotion into the corps before they can be appointed. Each eligible officer will be notified by his or her agency of applicable conversion procedures, based on jointly-agreed approaches, and provided with details on operation of the corps, as soon as governing regulations have been taken up, as appropriate, with exclusive employee representatives.

Conversions from domestic service

Some domestic service-designated members of the Foreign Service are serving abroad on excursion tours, and will as a result of their permanent status have the possibility of converting to the Civil Service. For those employed by the Department, the conversion period began on February 15. These individuals are to be notified by letter or cable, and will have 60 days after receipt of notification to indicate their preferences.

Allowances

New, discretionary allowance authorities in the act, as well as some previously existing but unfunded, did not automatically become effective on February 15. The foreign affairs agencies will jointly make every effort to activate them within the limits of funding availability, as soon as feasible, but posts should not assume they have been implemented until specific notification with respect to each allowance is received.

Annuities for former spouses

Regulations implementing provisions of Chapter 8 of the act have been placed into effect, effective February 15, to meet legal requirements and to avoid giving unfair advantage to either party in pending divorce actions, the Notice said. Copies will be forwarded to posts.

Appointment authorities

Since previously existing appointment authorities (FSR, FSRU, FSS) expired as of February 14, regulations activating new authorities were being issued, effective February 15. Subject to current hiring restrictions, posts and agencies may continue to use existing regulations for appointment of Foreign Service nationals, resident personnel, temporary residents, and family members of Government employees until new regulations are issued.

Pay levels and grades

As of February 15, all members of the Service, other than senior officers and those in the domestic category, were to be automatically assigned to new classes to correspond to the levels at which they have been paid since October. The new levels:

FSO/IO/R/RU-3, FSS-1 become FS-1.
FSO/IO/R/RU-4, FSS-2—FS-2.
FSO/IO/R/RU-5, FSS-3—FS-3.
FSO/IO/R/RU-6, FSS-4—FS-4.
FSO/IO/R/RU-7, FSS-5—FS-5.
FSO/IO/R/RU-8, FSS-6—FS-6.
FSS-7—FS-7.
FSS-8—FS-8.
FSS-9—FS-9.
FSS-10—FS-9.

Senior officers are to retain current class designations until they become members of the Senior Foreign Service, at which time they will be placed at one of six salary levels based on the Civil Service's Senior Executive Service schedule. For all six salary levels, base pay is now limited to $50,112.50 per year, pending possible congressional action. Upon conversion to the Senior Foreign Service, current officers at Class 2 will be appointed to the personal rank of counselor; those at Class 1 to the personal rank of minister-counselor, and career ministers will be reappointed as career ministers. Those in the domestic category will retain current FSRU, FSR or FSS designations until they convert to the Civil Service, or are determined to be worldwide available and convert to the appropriate Foreign Service pay category. All conversion will be to the same tenure status as held currently; career if now career, limited if now limited.

Promotion—performance evaluation

Department procedures in place at the time of the new act are expected to remain fundamentally intact, with revisions made as required to conform to the new act. Accordingly, there is no immediate change in the performance evaluation schedule or requirements. State selection boards are scheduled to meet in July and August.

The Notice concluded: "The complexities of transition involving major structural change in the Foreign Service will certainly generate questions. We will attempt to clarify the situation as soon as possible and keep you informed. In cases of urgent need for additional information, inquiries should be directed to the Office of the Director General of the Foreign Service. □

Severance pay regulations

Proposed regulations which exclude Senior Executive Service noncareer appointees from receiving severance pay have been issued by the Office of Personnel Management. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ☐

Home leave expenses are deductible, says Court of Appeals

Expenses incurred on home leave in the United States are tax deductible, according to a ruling on January 21 by the U.S. Court of Appeals for the District of Columbia. The three-judge opinion overturns earlier rulings by the Internal Revenue Service and the U.S. Tax Court.

The jurists acted in the cases of two Foreign Service officers—Kurt Teil and Roger Brewin. Mr. Teil was assigned to Ankara, Turkey, and Mr. Brewin to Paraguay when they returned to the United States on mandatory home leave in the early 1970s. During his leave, Mr. Teil drove from Washington to Maine with his family, and sought to deduct a total of $795 in expenses for hotels, food and a car rental. Mr. Brewin went with his family to Arizona, visiting relatives, sightseeing in the Grand Canyon and taking a week-long raft trip on the Colorado River. He sought deductions of $630 for room and food and $600 for transportation. The deductions of both men were disallowed—on the grounds that the expenses were not incurred pursuant to their trade or business and that the travel was personal in nature.

But the Court of Appeals said: "Home leave for Foreign Service officers is mandatory and reflects the congressional policy and statutory obligation that Foreign Service officers should return to the United States periodically to reacclimate themselves with the way of American life. This reacclimation is part of the "business" of a Foreign Service officer in representing the United States abroad . . . "There exists a strong nexus between the appellants' travels on compulsory home leave and the 'business' of a Foreign Service officer. Traveling facilitates the obligatory re-Americanization of Foreign Service officers. It allows them to visit many different places and people and to observe a variety of lifestyles in a short period of time. While it is often like a vacation, it nevertheless helps fulfill the appellants' statutory duty. In our view the necessary expenses required by the officer being ordered to sleep, eat and travel away from his established residence cannot be considered to be *personal* when his personal desires are completely overborne by Government orders with which he must comply at the risk of being discharged."

LIMA—The name of this young lady, *Ketty Baldwin*, has just been affixed to the top of the building—the Peruvian National Sport Stadium. She's the executive secretary in the office of the U.S. agricultural attache. She's also one of the country's best marksmen with a carbine, and a fencing champion.

The judges at this point quoted from a 1978 Court of Appeals ruling:

"The travels of the present taxpayer provided him opportunity to sense the trend of life throughout a large segment of the nation. The circumstance that it may have been pleasant or, indeed, have the flavor of a vacation does not negate its nature as an obligation. Surely, the Congress was aware of this pleasurable potential, but nevertheless *required* it of Foreign Service officers. Discharge might well have followed a failure to comply with the practice. In obeying, the taxpayer was pursuing his professional employment."

"We conclude," the judges said, "that the home leave travel expenses of [Mr.] Teil and [Mr.] Brewin relate primarily to their trade or business as Foreign Service officers. Accordingly, they are deductible . . . " ☐

Happy birthday-ing for State continues

Foreign Service posts around the world are marking the Department's bicentennial with receptions and other ceremonies. And newspapers in many sections of the United States are saluting State's year-long observance of its 200th birthday, according to Terry McNamara, coordinator of bicentennial activities.

Ambassador to Norway Sidney Rand, for example, hosted a reception in Oslo for the diplomatic corps and representatives of the Norwegian foreign ministry. Ambassador Jerrold North held a similar function in Djibouti. In Paris, the chancery courtyard was the scene of a wreath-laying ceremony at the statue of Benjamin Franklin, first U.S. minister to France. In Kuwait, Ambassador Francois Dickman combined the embassy's bicentennial reception with Washington's birthday celebration on February 22.

The Department has received many congratulatory messages. From abroad, for example, Belgium's minister of foreign affairs, Charles-Ferdinand Northcomb, sent a message of congratulations. At home, Governor Robert D. Ray of Iowa proclaimed January 5 to January 10 "State Department Bicentennial Week."

Phyllis Young, executive secretary of the bicentennial coordinating group, was interviewed on radio in Spokane. The New Haven Register carried an editorial on State's birthday. The anniversary also was featured in Don Graff's column, syndicated by the Newspaper Enterprise Association; by James Reston in the New York Times; Bob Webb in the Cincinnati Enquirer; and by other writers. Foreign Service officer Kenneth R. Quinn, who is on a Pearson program assignment in the office of the governor of Iowa, wrote an article on the history of the Department for the Des Moines Register. □

Joseph Sisco speaks at Open Forum

Joseph Sisco, former under secretary for political affairs, addressed the noontime meeting of the Secretary's Open Forum on February 18. He spoke on "American Foreign Policy Priorities for the 1980s." Also during the month, journalist John K. Cooley discussed "The Libyan Whirlpool: Qadhafi-s Arab and African Adventures," in a meeting attended by many officers from both the Africa and Near East bureaus. British Sovietologist Robert Conquest gave East European hands and others in the Department his assessment of "What Makes Soviet Leaders Tick?" And former Ambassador Marshall Green, now with the Population Crisis Committee, discussed "The World Population Explosion: Can Anything Be Done About It?" ■

Mr. Sisco

THURSDAY LUNCHEON GROUP—New officers, from left: ***Paul M. Washington*****, State, program chairman;** ***Genease Shivers*****, AID, treasurer;** ***Virginia S. Butler*****, State, vice president;** ***Patricia Hill*****, AID, treasurer;** ***James D. Singleterry*****, AID, vice president;** ***Peggy Brown*****, ICA, vice president;** ***George H. Sealey*****, State, president.** ***(Photo by David M. Humphrey, Visual Services)***

Honors and Awards

Wilkinson is 1st winner of $5,000 Dunn Award

James Wilkinson, political counselor at Embassy Bangkok, is the winner of the Department's first James Clement Dunn Award. It will be given annually to a Foreign Service officer of Class 3 for "exemplary performance." The citation includes a certificate and $5,000—the Department's highest cash award.

Mr. Wilkinson

On the selection committee were former Under Secretary David D. Newsom, former director general Harry G. Barnes Jr., and the then counselor of the Department, Rozanne L. Ridgway. They picked Mr. Wilkinson from among 28 candidates. He was cited as a "creative manager both in Bangkok and Moscow," and for "his language abilities, his sensitivity to diverse cultures and constituencies in multiple settings, his concern for the development of those with whom he works, and his integrity."

In addition to those nominated for the award, all Foreign Service officers of Class 3 who receive the Superior Honor Award in the previous year are eligible to compete. A selection committee will automatically review the performance files of these latter officers. Deadline for the 1981 Dunn Award nominations is September 15.

Mr. Wilkinson joined the Foreign Service in 1962. He has served in Washington, Canberra, Munich, Bangkok, Songkhla, Moscow and, again, in Bangkok. He also held assignments, on detail, with USIA (now ICA) and the Department of Justice. In recent years he was an international relations officer at State, 1972-74; administrative officer in Moscow, 1974-76; deputy director (exchanges officer), Soviet Union affairs, 1976-79; and, since 1979, counselor for political affairs in Bangkok. He speaks German, Russian and Thai. ☐

Chevez wins $2,000 award for consular work in San Jose

Robert J. Chevez, chief of the consular section in San Jose, Costa Rica, is the winner of the Department's new Consular Service Award for "outstanding contributions to consular operations." The award is a certificate and $2,000.

Mr. Chevez

Mr. Chevez, a Foreign Service officer of Class 5, was lauded for being "imaginative, innovative and highly effective" in managing the embassy's consular section, with its fixed resources and rapidly increasing workload. He "demonstrated compassion and understanding in assisting U.S. citizens and those of other countries in times of hardship, and has shown personal courage in the face of physical danger," the citation noted.

Diego C. Asencio, assistant secretary for consular affairs, was chairman of a committee that reviewed 10 nominations for the award. The committee, after picking Mr. Chevez as the winner, recommended that the officials who had nominated the others should now nominate them for Superior or Meritorious Honor Awards, and/or cash awards for outstanding performance. The other candidates were Steven P. Coffman, Melbourne; Hartford T. Jennings, Gaborone; John Bennett, Lagos; Barbara Tobias, Monrovia; Lee M. Peters, Bangkok; Stanislaus R.P. Valerga, Port-au-Prince; Molly Williamson, Amman; Frank J. Barrett, Frankfurt; and Lewis A. Kert, Bern. ☐

MADRID—Regional security officer *John M. Swafford*, left, receives Superior Honor Award from Ambassador *Terence A. Todman*.

Abramowitz is cited by White House

Mr. Abramowitz

Ambassador to Thailand Morton I. Abramowitz received the President's Award for Distinguished Federal Civilian Service—the Government's highest honor for career employees—at a ceremony in the Department on February 20. Acting director general Ronald D. Palmer presented the gold medal and citation to the envoy on behalf of former President Carter.

Mr. Abromowitz was nominated for the top award by then Secretary Cyrus Vance. He was cited for "outstanding contributions to the Indochina relief effort and to the search for peace and stability in Southeast Asia." He joined the Foreign Service in 1960. In recent years he has served as special assistant to the deputy secretary, 1969-71; foreign affairs analyst, 1971-73; political adviser to the commander-in-chief, Pacific, 1973-74; and deputy assistant secretary of defense, on loan from the Foreign Service, 1974-78. He was appointed ambassador to Thailand in 1978. □

5 Carter people get Medal of Freedom

Five members of the last administration's foreign affairs team—Secretary Muskie, deputy secretary Warren Christopher and Ambassadors Gerard C. Smith, Robert J. Strauss and Andrew Young—were among recipients of the Presidential Medal of Freedom. Mr. Muskie was cited for having "performed heroically in a time of great challenge," Mr. Christopher for his role in negotiating the release of the 52 American hostages in Iran; Mr. Smith for his work on the SALT treaty; Mr. Strauss for his trade negotiations and his help in negotiating peace between Israel and Egypt; and Mr. Young, for his role in human rights. □

Awards for Newsom, Read, Saunders, W. Carter, Schaufele

Mr. Newsom

Mr. Read

Mr. Saunders

Mr. Carter

Mr. Schaufele

Five outgoing senior officials—David D. Newsom, Ben H. Read, Harold H. Saunders, W. Beverly Carter and William E. Schaufele Jr.—were presented high Department awards at recent ceremonies. Four won the Distinguished Honor Award; Mr. Schaufele received the Wilbur J. Carr Award.

Mr. Newsom, former under secretary for political affairs, was cited for his 35-year career "characterized by the consistent exercise of extraordinary intelligence, vigor and dedication." He served as ambassador to Libya, 1965-69; Indonesia, 1974-77; and the Philippines, 1977-78. He was assistant secretary for African affairs, 1973-74.

Mr. Read, former under secretary for management, received the award for his role in the passage of the Foreign Service Act, and other reforms.

Mr. Saunders, assistant secretary for Near Eastern and South Asian affairs, 1978-81, won the award for his "central role" in shaping American policy in the Middle East. He was a key adviser to the Secretary and the President in the Camp David accords and the Egyptian-Israeli peace treaty. He also worked "unceasingly to free the 66 Americans held hostage in Tehran."

Mr. Carter, a former ambassador to Tanzania and Liberia, and former ambassador-at-large for liaison with state and local governments, was honored for his 16-year career in the Foreign Service, "exhibiting in all cases professionalism, sincerity and warmth."

Mr. Schaufele, a former assistant secretary for African affairs, 1975-77, and European affairs, 1977-78, and a former U.S. ambassador to Upper Volta and Poland, was cited for his "distinguished career of creative contributions to American foreign policy." During his 30-year career with State, Mr. Schaufele also was deputy U.S. representative to the UN Security Council and inspector general.

Mr. Newsom reviewed highlights of his career at a retirement ceremony in the Thomas Jefferson State Reception Room, February 3. "It is the people and not the events that stand out in my recollection," he said. "It is the people who make history. It is the people who are at the heart of diplomacy." He had special praise for secretaries—"those wonderful and totally indispensable persons"; for communicators—"those in the backrooms who supported us abroad and who brought the telegrams at midnight to the residence. We could not have worked or lived without their constant and faithful help"; and for those nationals of other countries "who serve us abroad. Often they do so at great risk of alienation from their society and danger to their persons." ■

Combatting Terrorism

'Do not assume that...you are immune'

Installation and employees are the most frequent targets

BY THOMAS G. MCGRATH

The author serves as coordinator of the two-day seminars, "Coping with Violence Abroad," that are conducted for employees and their families at the Foreign Service Institute.

IN SPITE OF all that has been said about terrorism, and of the techniques available to avoid becoming the target of a terrorist attack, many of us still adopt a fatalistic attitude. We assume—erroneously—that, no matter what precautions we take, our risks remain the same. Or we simply prefer not to give the topic any consideration, believing that the techniques are too bothersome—or that it is beyond our capability to change our lifestyles or habits. Yet the techniques we recommend are quite simple. They can easily become a part of your daily routine. And they are of proven value, they are known to have saved lives. All of which makes it imperative for us to give strong consideration to adopting at least *some* of them.

Mr. McGrath

We know, for instance, that many terrorist operations have been canceled or aborted, or the target changed, because the original target changed his or her route or time of departure. Or the target was clever enough not to fall for a ruse, such as the use by an unauthorized person of an official-looking uniform or identification. Or the target, at the moment of attack, decided to resist—using an evasive driving technique or some other method of self-defense.

The fact is that precautions against terrorism must be made a family matter. For any plan to be effective, it has to involve active participation by all members of the family.

You should be aware that every diplomatic post overseas has a plan for dealing with terrorism. These plans state specifically what your immediate reaction should be, who you should notify and what the long-term considerations are. When you arrive at post, you should be given a security briefing. Take the time to read the plan. Find out how they protect you, what responsibilities you have under the plan. If you find that the plan is inadequate or out-of-date, make recommendations to improve it. Be sure to attend briefing sessions or drills. Have your family attend any unclassified security education program that is offered.

Precautions for individual and family

Do not assume that, because you are not a high-ranking diplomat, you are

→

A review of the terrorism seminar by a former hostage

BY RICHARD QUEEN

The author is one of the Americans who was held captive in Tehran. What follows is his personal evaluation of the two-day seminars that are offered at the Foreign Service Institute.

THERE IS little need to stress what a threat violence and terrorism have become to Americans serving abroad. The danger is very real and can affect anyone, irrespective of rank or position. A quick glance at the wall plaques in our building in Washington, commemorating State Department people who have died in the line of duty overseas, will demonstrate just how menacing terrorism has become within the past decade.

Mr. Queen

To help cope with this growing threat, the Department's Office for Combatting Terrorism provides a two-day course for Government officials and their families assigned for tours of duty outside the United States. The course, which combines films and lectures, is divided into 45-minute sessions that cover everything from preventing petty crime to preparing for full-scale civil disturbances. The program has been considerably expanded since the seizure of the U.S. embassy in Tehran on November 4, 1979.

Shortly before leaving the United States in July 1979 to begin my first Foreign Service assignment, as third secretary in our Tehran consulate, I was instructed to attend a day-long seminar on terrorism held across the Potomac in Rosslyn. My reaction to the course then was that it was entertaining—especially for someone who had just completed 24 long weeks of Farsi-language schooling and one month of consular training—but also that the course was not to be taken too seriously by someone of such junior rank as myself. Included in the seminar was a comparatively brief film on what one should do if ever captured by terrorists and held hostage.

And then came November 4. Among the points emphasized by the film at the 1979 seminar were three which I found to be of particular value to me after I was captured by the Iranian militants:

1. Attempt to establish personal contact with your captors so that they come to view you as an individual human being, not just a nameless and faceless "enemy" agent.
2. Develop and maintain a daily regimen, especially an exercise program.
3. Avoid talking about politics and other subjects which can only needlessly antagonize your captors.

→

McGrath

—*(Continued from preceding page)*

immune from terrorism, and that these recommendations, therefore, do not apply to you. The facts do not support this assumption. An analysis of terrorist incidents involving U.S. diplomatic personnel and installations over a 15-year period shows that less than 25% of the attacks were directed specifically against the highest-ranking American at the mission. The majority of the attacks targeted the installations themselves (e.g., chanceries, trade centers, consulates, binational centers, etc.), military attaches, consular officers, Peace Corps officials, political officers, cultural attaches, second secretaries, AID officials and Marine security guards. This being the case, you might find that taking the following precautions might save your life, or the lives of your family members.

(1) Avoid routines. Prior to undertaking an attack, the terrorist group will conduct surveillance to determine when you are most vulnerable. It is of great assistance to them if you are always at a certain location at a certain time. A study of major incidents indicates that this is probably the most crucial element in your defense. In each case the targets' predictability worked against them. So vary your travel routes, and your times of departure and arrival. Avoid, whenever possible, being at the same place at the same time on the same day of the week—e.g., the same church or club meeting.

(2) Remain alert. Particularly when you are traveling, establish the habit of looking around you at the faces of people you see, or at the events that are taking place. If you see the same face more than once during the day—if an individual seems out of place, or if his or her activities are in any way unusual—report this immediately to your security officer. Your most vulnerable moments occur when you are leaving home and when arriving at work. At these times you must be even more alert than you usually are.

(3) Know the country you are in. Be able to ask for help in the local language. Know where emergency services are located, such as the police department, the fire department, any military facilities, and the nearest U.S. facility that might offer you protection. Keep appropriate maps in the glove compartment of your car.

(4) Maintain a low profile. Where possible, dress in a manner similar to the local population. Use an automobile that is commonly seen on the streets. If you have any choice in the matter, chose a residence that is not radically different from any other in the neighborhood. Avoid publicity unless your job requires you to be in the limelight.

(5) Keep near your phone and on your person a list of emergency phone numbers. If you are at a post where there is a radio network, learn how to operate the radio. Test it regularly, even if there is no established program for testing. Keep a list of callsigns and codewords with the radio. Keep the radio properly charged, and in a location where it is readily available day and night.

(6) Avoid crowds and civil disturbances. Even peaceful demonstrations can quickly turn violent. The violence can spread rapidly, entraping

---

Queen

—*(Continued from preceding page)*

The new course includes a longer, more "in-depth" film that has incorporated many of the lessons learned from the most recent hostage-taking incidents, including Tehran. Because hostage situations can vary so greatly, three different scenarios are depicted: the detention of a person in a basement cage, the seizure of a consulate, and the holding of a man in a jungle environment. Certain general conditions apply to all hostage situations, and these are especially emphasized. Supplementing the film was a discussion designed to highlight the major points. I found the hostage survival session to be an excellent study and evaluation of just what it is like to experience such a situation.

The film is very correct in showing that the hostage's worst enemy can be the imagination; unfortunately, I found from my own personal experience, that it is next to impossible to control one's thoughts during such a traumatic and disconcerting event. There was the fear of death but, besides that, there was also the agony of trying to cope with something which so radically altered or destroyed everything that I had come to expect from life. After a period of time, about two months in my case, I began to adjust to the situation, developing a routine and generally adopting a new lifestyle. In our particular situation we were most fortunate to have a large number of books to keep ourselves occupied, but I was also able to distract with mind games. For example, I would spend hours reconstructing my high school, college and university course schedules, and trying to remember who were the other students in the class. Keeping one's mind stimulated is a must—something which is brought out in the film. Although in a hostage situation there can be no substitute for personal experience, the preparation provided by this seminar can be of valuable aid in coping with the trauma.

Hostage survival, although a major part of the course, is only 1 of 11 sessions. The discussion entitled "Preparation for Family Separation/Evacuation" was especially worthwhile, and the booklet containing a checklist of things which should be completed, especially before embarking for a hazardous-duty post, is a must for perusal. Returning to a normal life after being released from Tehran would have been so much simpler and easier if I had been provided that booklet before leaving the States.

It is impossible to prevent terrorist groups from attacking American personnel and installations abroad, but it is possible to limit their threat and damage by following certain security precautions. The purpose of this course, "Coping with Violence Abroad," is to provide a basic understanding of what the terrorist threat is and, more importantly, how to deal with it. ☐

people in peripheral areas.

(7) Do not reveal family travel plans to people who have no need to know. In many instances, even your domestic employees do not need to know where you are going and exactly when you will be back. Naturally, if domestic employees are watching children, they should be provided with a phone number or some other means to contact you in an emergency.

(8) Each member of the family should keep the others aware of his or her plans or whereabouts.

(9) Make sure that all family members realize the importance of reporting unusual or threatening events.

Residential security

(10) Ask your regional security officer to conduct a security survey of your residence. Follow up on the recomendations that are made.

(11) In areas of high threat it is important to establish a safe-haven area within the residence. Normally the safe haven is established in the bedroom area, so that all members of the family can have quick access to it during the night. As a minimum, the area should consist of a solid-core door with adequate locking devices, and protected windows that are capable of delaying an intruder until help arrives. It would be wise to store emergency items in the safe haven such as a flashlight, emergency rations, communications equipment and a first-aid kit. The safe haven must include a means of escaping from it. The family must prepare an emergency plan indicating where members will assemble after the escape.

(12) If your are planning a large social event at your residence, request police coverage—especially if you have invited people who would be attractive targets for terrorists.

(13) Obtain biographical data on your domestic employees and, where possible, request that an investigation be conducted.

(14) Discuss security problems with your domestic employees. Be sure they understand what is expected of them. Tell them not to allow any strangers into the house, no matter how official they might appear or sound, until their identity is confirmed beyond a doubt. Terrorists have used police uniforms.

Seminar Schedule

The "Coping with Violence Abroad" seminars are held in State Annex 15, 1800 North Kent Street, Rosslyn, Va., from 9:15 a.m. to 5 p.m. For information about them, call the Foreign Service Institute registrar, (703) 235-8727, or the Office of Security, (703) 235-9461. The next seminar will be conducted on March 23-24. Others are scheduled for April 20-21; May 4-5, 11-12, 18-19; June 1-2, 8-9, 22-23, 29-30; July 6-7, 13-14, 20-21, 27-28; August 3-4, 10-11, 17-18, 24-25; September 10-11, 14-15, 21-22; October 5-6, 26-27; November 2-3; and December 14-15.

(15) Consider purchasing and installing a residential alarm system. Many new alarms do not require wiring and, therefore, one need not be an expert to install them.

(16) If someone breaks into your residence, turn on the lights. Make noise. Go to your safe haven. Call for assistance (it is usually best not to confront the intruder).

Travel precautions

(17) Vary routes and times.

(18) When approaching your vehicle, have your keys in hand. Check the area. Check the car itself—the exterior and interior.

(19) Always keep your car locked. Park it in a secure area, if possible.

(20) When driving, keep your seat belt fastened. Keep your windows up. Keep all doors locked.

(21) Be alert. If you suspect you are being followed, change your route somewhat to see if the car remains with you. If so, take note of any identifying data. Proceed to the nearest safe haven. Inform your security officer.

Bombs

(22) Whenever possible, have your international mail addressed to the embassy or consulate, where it can be screened by personnel trained in this technique. Ask your security officer for details concerning the precautions taken at your post. Learn the identifying characteristics of letter and parcel bombs.

(23) If you notice any unattended packages, or packages in unusual places, try to find the owner of the package. If you are unable to do so, inform the security officer.

(24) Read the bomb plan. Keep a copy of it available at your desk.

Guards

(25) If you are at a post where there are residential guards, ensure that you receive adequate protection by providing the guard with a set of guard orders, explaining to him exactly what is expected of him. Reporting to the security officer, or to the post official responsible for the guard program, any failure on the part of the guard to perform his job properly.

Your security is your responsibility. Without your active participation in the security program, experts can do nothing. On the other hand, if you adopt even some of the above recommendations, you will make yourself a less attractive target than someone else. And that is the key to a successful self-defense. ■

It's time to think about '83 stamps

The Citizens' Stamp Advisory Committee of the U.S. Postal Service has begun the process of considering requests for commemorative postage stamps for calendar year 1983. All requests for such stamps on foreign affairs subjects should be directed to the Bureau of Public Affairs.

Themes must be of widespread U.S. national appeal and significance. International events of historical significance will be considered on their anniversaries.

All proposals for commemorative stamps should be submitted at least two years prior to the desired issuance date. □

Freedom Photos

"NO, I DON'T FEEL like a hero," said Al Golacinski, one of the 52 American hostages released from Iran on January 20. "But if our incarceration contributed to what has happened in America. . . drawing the people together. . . then it was all worthwhile."

This attitude was echoed by several of the former hostages, many of whom were surprised and impressed with the patriotism that had swelled back in the States. After encountering enthusiastic receptions everywhere during their week-long "flight to freedom," they began to realize that they had a home in the heart of every American, regardless of age, creed or color. A sign on the road between Stewart Air Base and West Point said what the crowds themselves indicated: "You brought us together."

A need to somehow become involved and identify with the released Americans radiated from our country and spread to other peoples as well. It reached the people of Wiesbaden, West Germany, who sent their finest wine and champagne to the former hostages at the Wiesbaden hospital. It lingered in the hospital itself, tying emotional knots between people who may never meet again. It reached the Italians, who in spite of their recent devastation from the earthquakes, sent 200 gallons of ice cream from Naples. It reached the Irish, who greeted "our 52" at Shannon Airport as if the Americans were their own—with a personal welcome from the prime minister and gifts of crystal "liberty" bells and Irish whiskey. As "Freedom One" flew the hostages from West Germany to the United States, the countries below transmitted messages welcoming the Americans into their air space, and to freedom. That same spirit had long ago reached the Canadians, Swiss and Algerians, who gave of themselves to help make it all happen.

After five days in the Wiesbaden hospital, the former hostages board "Freedom One," headed for the United States.

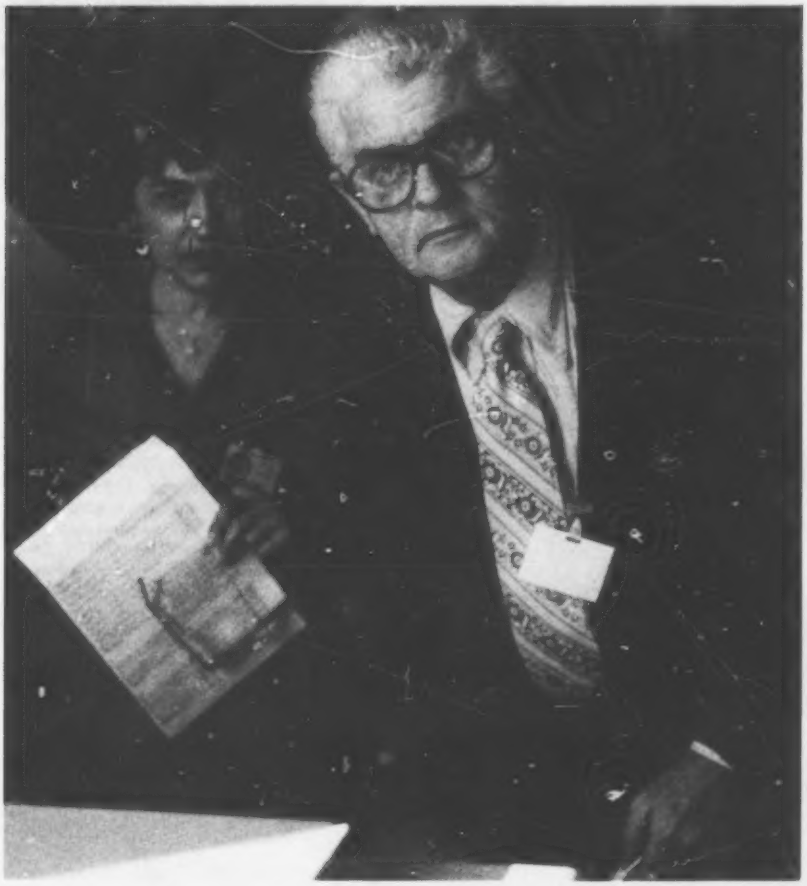
Because of the editorial deadline, photographs in this section were among many that could not be included in the February issue of STATE, which told the story of the hostages' release. But they appear now because they portray an event that will live on for years to come in the history of our country, and in the hearts of Americans everywhere.

—DONNA GIGLIOTTI

Bruce Laingen, right, with *Sheldon Krys*, executive director of the Bureau of Near Eastern and South Asian Affairs, who helped with the logistics of the return of all 72 hostages, including the first group of 13, the "Canadian 6" and Richard Queen.

Part of the 25-member team headed by Dr. Jerome Korcak, the State medical chief, were, from left: Dr. *Robert Blum*, Dr. *James Spadoni*, *Deena Flowers*, Dr. *Robert I. Hauben*, Dr. *Esther P. Roberts*, Dr. *James Bullard*, *Mary D. Ellis* and Dr. *Elmore Rigamer*.

Except as otherwise indicated, the photographs in this section are by Ms. Gigliotti.



Among Department employees sent to Wiesbaden for support work were *Catherine DeLeo*, medical records coordinator, Washington, and *Frank Nelson*, personnel officer, Frankfurt.

Former hostage *Barry Rosen* splurges on a tweed cap at the Shannon airport shop. *(Photo by Robert Allen Photography, Dublin)*

Looking towards "Freedom One" as it lands for refueling at Shannon, Ireland, are, front, from left, U.S. Ambassador *William V. Shannon* and his wife, *Elizabeth*; Prime Minister *Charles J. Haughey* and Irish Airlines hostesses. *(Photo by Robert Allen Photography, Dublin)*

Former hostage *Tom Schaefer*, an Air Force colonel, helps pilot "Freedom One" as it nears the United States.

Aboard "Freedom One," former hostage *Sam Gillette* receives bracelet, inscribed with his name, from *Brenda D. Williams* of the Air Force flight crew. Similar bracelets were worn for prisoners of war during the Vietnam era.

As the plane approaches American air space, a flight crew member pours champagne for former hostage *Robert Blucker*.

Arriving at Stewart Air Force Base, near West Point, Marine security guard *Michael Moeller* is the first freed American to exit from the plane and descend to his family, waiting below.

WILLIAM
KEOUGH
KATHRYN
KOOB
STEVEN
RTLEY

Because of the crowd of 200,000 that lined the streets, the 17-mile trip from Stewart to West Point took over an hour. Former hostages' names are on the placards.

On the road to West Point.

ou Brought
Together

The West Point cadets aren't supposed to, but a few can't resist breaking into smiles as they salute the former hostages.

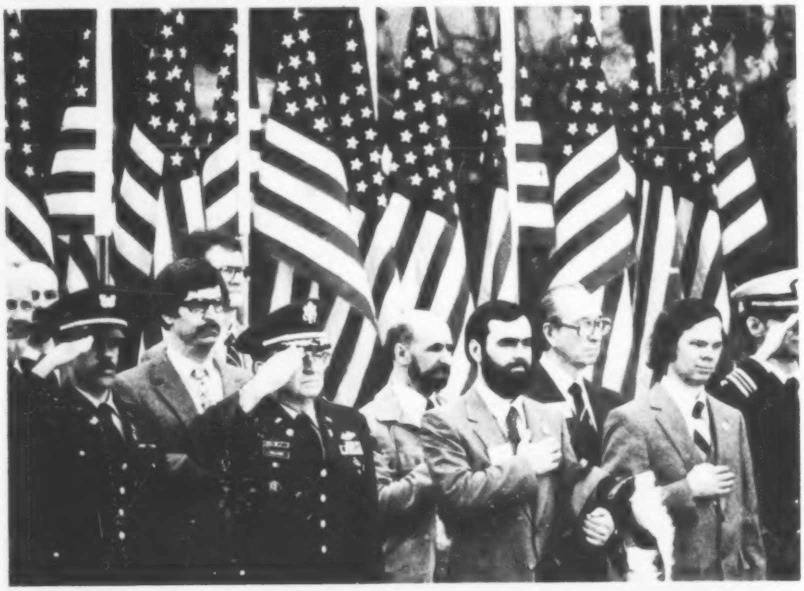
Arriving at Andrews Air Force Base, former hostage *Malcom Kalp* waves a flag as he descends, followed by his family. (***Photo by Robert E. Kaiser, Visual Services***)

Greeting *Rocky Sickman* and his family are the speaker of the House, *Tip O'Neill*, center, and *Vice President* and *Mrs. Bush*, foreground. *Secretary Haig* (above Mr. O'Neill) greets the child of a former hostage.

Senator *Strom Thurmond* (R.-S.C.) on a bus from Andrews Air Force Base to the White House with former hostage *Bill Belk*, who is from South Carolina.

On the White House lawn, family members overflow with emotion. *(Department of Defense photo)*

Home at last, the freed Americans salute as military bands play "America the Beautiful." Front row, from left: *Joseph Hall*, Colonel *Leland Holland, Rick Kupke, Steve Lauterbach.* Second row: *Robert Blucker, John Limbert, Jerry Miele, Robert Ode,* Lt. Commander *Robert Engleman.* Behind Mr. Limbert is *Bill Royer*, and behind Mr. Blucker is *Barry Rosen. (Photo by Walter Booze, Visual Services)*



At State Department's C Street entrance, where employees waited for the former hostages to ride by from the White House, many returnees left their buses to plunge into the welcoming crowd. At right is former hostage *Robert Ode.* ■

STATE Roundup

Joy is rampant overseas as the hostages are released

Foreign Service people celebrate at parties—and in churches

January 20 was a redletter day—a day of thanksgiving—at U.S. diplomatic missions everywhere on this planet. The following dispatches from overseas posts give evidence of the kinship that Foreign Service employees and their families feel for one another. More photographs and articles were arriving in STATE*'s editorial offices as the publication deadline passed.*

Asuncion, Paraguay

The apprehensive mood here over the status of the hostages changed to one of guarded optimism on January 20. Ambassador Lyle Lane had given instructions to have champagne chilled and preparations for a celebration completed. The word went out to everyone to gather in the embassy patio at 3 p.m. Were we jumping the gun? Prudence dictated postponing the festivities for another hour. By then all uncertainty had vanished and everyone was relaxed and jubilant. The ambassador toasted our returned colleagues, and Mrs. Lane tied one last yellow ribbon—this time around the flagpole. □

Athens, Greece

In an "open letter" to the hostages, via STATE magazine, Deborah H. Emmert, wife of Foreign Service information officer Frederic A. Emmert, recalls going out to meet the hostages when their plane touched down at Hellinikon Air Base, on the flight out of Tehran. She writes:

"It is 8:30 a.m., January 21. The American Forces Radio is broadcasting your arrival at Rhein Main, and in the background I can hear cheers and shouts of welcome from 10,000 people waiting for you there.

"Your first welcome to freedom, however, really came nine hours ago, as a small group stood watching from the cold, wet tarmac at Hellinikon Air Base here in Athens. When your plane touched down and came to rest 100 meters away, we, too, wished to welcome you, to cheer you, to give you flowers and shake your hands. We realized the possibility to do so was virtually nonexistent, and although you were on the ground an hour, you remained

BANGKOK—Balloons are released at Ambassador Morton I. Abramowitz's residence, during celebration.

BOGOTA, Colombia—Among those celebrating the hostages' freedom at a champagne toast are (in small group in foreground on right), from left, press attache *Al Laun*, Marine Colonel *Frank Butler*, political counselor *Harold Eisner*, regional security officer *Charles K. Boles*, Ambassador *Thomas D. Boyatt*.

sequestered aboard the craft, 'according to the terms of the agreement.'

"But we continued to stand vigil there in the black, damp night, as the flashing lights of the petrol trucks painted fragmented yellow ribbons along the fuselage of your plane. Although it began to rain, we stayed on. As you finally taxied slowly past us on your way to Algiers, the military personnel came to attention and saluted; we civilians silently waved scarves and gloves. You could not see us, of course; all window shades on the aircraft were tightly drawn as it went by.

"We want you to know that we were there. We were proud to be there, if only in mute welcome. And now we want to add our 30-odd voices to the 10,000 that cheer you at Rhein Main. We too want to say: 'Welcome back.' " ☐

Bangkok, Thailand

Arriving to work on Wednesday morning, January 21, members of the American mission here were greeted by an enormous American flag draping the front of the chancery, celebrating the end of a long ordeal and a new beginning for America.

On Thursday, Ambassador Morton I. Abramowitz invited members of the mission to join in an interdenominational service of thanksgiving. The service was widely attended by the international community and was highlighted by a moving rendition of "Let There Be Peace on Earth," sung by Richard Bek of the Drug Enforcement Agency.

A missionwide celebration was held on Friday afternoon at the ambassador's residence. The tree-lined drive into the residence was a field of yellow; it was difficult to find a tree on the residence or chancery grounds which had not been adorned with a yellow ribbon. Shortly after 2 p.m., Mr. Abramowitz welcomed the guests of honor: Canadian chargé-d'affaires Sean Brady; former hostage Victor Thomseth's father-in-law, Sanit Charoenrath, and his two daughters; and Somchair Sriwaewnetr, who had worked in Tehran as a cook for several of the hostages and proved to be of im-measurable assistance to the six Americans who escaped with the help of the Canadian Embassy. □

Berlin

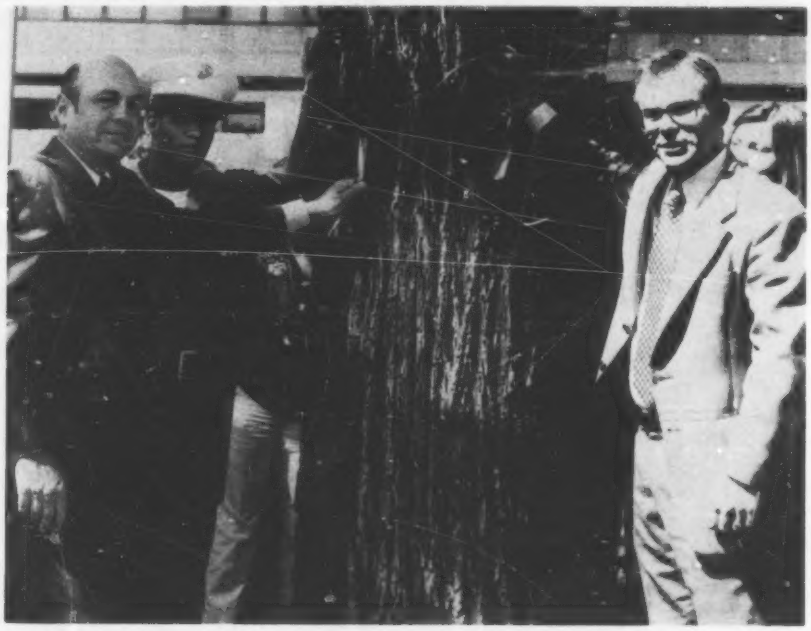
West Berlin rejoiced with Americans here and throughout the world over the liberation of the hostages. City leaders, journalists and ordinary Berliners went out of their way to contact and congratulate American friends.

The president of the Berlin House of Representatives, Heinrich Lummer, dispatched a telegram to the U.S. Commandant noting that the "close relationship between the Berliners and the American people" was once again revealed by the "strong concern about the fate of the hostages' shown in the city."

Berlin city officials directed that the freedom bell in the spire of the Rathaus Schoeneberg, seat of West Berlin's Senate and House of Representatives, be rung to celebrate the hostages' release. □

Bogota, Colombia

News that the hostages had finally cleared Iranian airspace was cheered by members of the U.S. mission here at a champagne toast hosted by Ambassador Thomas D. Boyatt. He said: "We all share a sense of joy and relief but, at the same time, I recognize that the euphoria is mixed with a growing resentment and anger that they could have been taken hostage in the first place. In the coming weeks and months we will reflect on the circumstances which permitted the taking of our embassy in Teheran, and then be in a position to recomend measures aimed at making sure such a thing won't happen again." □



BUENOS AIRES—Ambassador *Harry W. Shlaudeman*, left, cuts the yellow ribbon from tree in front of the chancery. With him are Marine security guard *Wesley Williams*, who was among the first 13 hostages released from Tehran, and *Donald R. Tyson* of American Foreign Service Association.

Brasilia, Brazil

As soon as news of the release was confirmed on January 20, an impromptu "Freedom of Hostage" cocktail party for the entire embassy staff was held after work in the community clubhouse. Nationals from the Algerian, British, Canadian, Swedish and Swiss embassies were invited to participate. The turnout was overwhelming. The following day a mass of thanksgiving for the hostages was arranged and all embassy employees, families and friends were invited.

Ambassador Robert Sayre reported: "The week following these spontaneous events the embassy celebrated the President's designated 'Day of Thanksgiving for the Hostages' with a special flag raising ceremony at the embassy. It was a gloriously beautiful morning and with the entire staff, families and friends again in attendance, the Marine color guard raised our proud 'Old Glory'. These were the public manifestations, but there were also many private prayers and toasts of thanksgiving and happiness." □

Brazzaville, Congo

Ambassador William L. Swing held a formal dinner for the Algerian ambassador and all members of the Algerian embassy staff and their spouses, along with our own country team. This was a gesture of thanks for Algeria's key role in the release of the hostages. The embassy has received numerous written and verbal congratulations from members of Congolese, expatriate and diplomatic communities here. □

Brussels, Belgium

The three U.S. missions here held a special interdenominational thanksgiving service at St. Joseph Church, near the embassy. The service was arranged by the community liaison office coordinator, Jackson Bosley, in conjunction with ministers representing Catholic, Protestant and Jewish faiths. The service was attended by approximately 150 persons.

On the evening of the hostage release, the U.S. embassy and its Marine security guards, led by Master Sergeant Jimmy M. Carson, hosted a "Thank God They're Free" celebration. The Marines provided refreshments. □

Bucharest, Romania

The embassy observed a national day of thanksgiving announced in honor of the hostage release on January 29. The observance centered around a noontime assembly of both American and Romanian embassy employees with their families at the American Library Auditorium. The ceremony included addresses by American Ambassador O. Rudolph Aggrey, American Foreign Service Association representative Stephen Johnson, and cultural affairs officer Victor Jakovich. Special words were delivered regarding Kathryn Koob former assistant cultural affairs officer in Bucharest, including comments of the Romanian staff who worked with her. There were expressions of admiration for the courage and dignity she displayed during her imprisonment. □

Budapest, Hungary

The staff of the embassy here and their families, joined by a large part of the Budapest diplomatic corps, many Americans resident in Budapest, and many Hungarian friends, gathered on January 23, jamming into the coronation church, the Matyas Templom, Budapest's most historic church. Ambassador Harry E. Bergold Jr. spoke at the end of the mass, to thank all who had attended. He stressed the universal value of freedom and the threat that diplomats of all nations face at this time. Among those from other embassies who attended the service, many expressed their appreciation at the opportunity to demonstrate their solidarity with the United States. □

Cairo, Egypt

On January 29, a commemorative service was held on the embassy grounds to celebrate the release. Remarks were made by deputy chief of mission Robert S. Dillon, in the absence of the ambassador. On January 25, the Maadi Community Church dedicated a part of its service to honor the release of the hostages. Ambassador Alfred Atherton gave a talk as a part of this service. □

Canberra, Australia

Ambassador Philip H. Alston Jr. released a statement to the media. Australian newspapers and television gave extensive coverage. Embassy employees attached yellow ribbons to trees near the chancery building. □

Cape Town, South Africa

The embassy and the Cape Town consulate general held commemorative services at St. George's Anglican Cathedral on January 29. Among those attending were the ambassadors of Canada, Australia and the Federal Republic of Germany, as well as representatives of the city. Ambassador William B. Edmondson spoke. □

Caracas, Venezuela

The post reported: "Janet Hampton of the family liaison office was instrumental in arranging a celebration. The ceremony took place in the embassy parking lot, under the Caracas sun. Consular officer James Heg led off with a reading. The Marines presented the colors. Employees sang the national anthem, led by Lt. Col. Steve Laidlaw on his guitar. Ambassador William H. Luers addressed the group, reading the President's proclamation. The ceremony ended with "a toast to freedom." Everyone raised a glass of champagne (provided by embassy women's group) to the hostages, to their safe return and good health, to the U.S.A., and to themselves." □

CARACAS—Embassy personnel in song. Ambassador and Mrs. *William H. Luers* are at far right.

COLOMBO, Sri Lanka—At thanksgiving service, in right pew: Ambassador and Mrs. *Donald R. Toussaint* and Canadian High Commissioner and Mrs. Clark.

DACCA, Bangladesh—At removing of yellow ribbon from tree in front of embassy are, from left, *N. Sarkar, Grafton Jenkins, Phyllis Gain, Ali Ahmed, Ronald Black, Bryan Chastain.*

Colombo, Sri Lanka

On January 29, the U.S. mission here held a service of thanksgiving for the release of the hostages, at St. Andrews Church. The service was conducted by the Rev. Andrew Baillie, minister of St. Andrews, who has conducted regular Thanksgiving services for the American embassy for 26 years. Ambassador Donald R. Toussaint read a partial transcript of chargé Bruce Laingen's statement of January 27. Guests included Claude Ochsenbein, embassy of Switzerland; Heribert Wockel, ambassador of the Federal Republic of Germany; John W. Nichols, high commissioner of the United Kingdom; Harry W. Jayewardene, member of the U.N. commission that was in Teheran, and Robert Clark, Canadian high commissioner. □

Conakry, Guinea

The mission here commemorated the return of the hostages at a sundown gathering of American employees and their families, January 21, in the ambassador's residence garden. Every mission employee participated. The ambassador led the ceremony, addressing the group gathered beside a very tall palm, around which yellow ribbons had been tied. Arron Delgado, two-year-old son of AID deputy director David Delgado and Mrs. Delgado, with some help from his mother and the ambassador, concluded the ceremony by clipping the yellow ribbon from the tree. □

Dacca, Bangladesh

The embassy here sponsored a service on January 22 at the American Club. Ambassador David T. Schneider spoke. Over 400 Americans, Britishers and Canadians, as well as other diplomatic personnel, attended. At least 70 U.S. mission Foreign Service nationals also attended. The service was climaxed by removing the 52 ribbons from one of the trees at the club. "It was particularly gratifying both to the mission and the American community that so many Bangladeshis and other non-Americans were anxious to join us on this occasion."

the ambassador said.

American Foreign Service Association representative Gordon Powers organized the occasion on one day's notice, assisted by the mission's administrative section. Earlier in the day, the ribbons which had been displayed for many months in front of the chancery, were also removed. These ribbons, plus the 52 from the American Club tree, were packaged and forwarded to the American Foreign Service Association as a reminder for the 52 hostages of well-wishers in far-away Dacca. □

Dublin, Ireland

When informed by Washington that the hostages were to be released, Ambassador William V. Shannon invited the entire embassy staff and all foreign ambassadors in Dublin to join him in a glass of champagne. The taoiseach (prime minister), Charles Haughey, and the lord mayor of Dublin, Alderman Fergus O'Brien, were among many Irish leaders who personally offered congratulations to the ambassador. The 52 yellow ribbons hanging in the rotunda of the circular embassy chancery were taken down. Irish members of the embassy staff presented each American diplomatic officer with a yellow rose to express their happiness that the long ordeal had come to an end.

On Sunday, January 25, the U.S. aircraft carrying the 52 hostages from Germany to the United States made a refueling stop at Shannon Airport. When the news that the aircraft carrying the hostages came, late on Saturday night, hundreds of Irish and Americans traveled from all over Ireland to the airport.

The hostages were greeted by the prime minister and Ambassador Shannon, as well as by the Irish ministers of defense and justice and a number of embassy officers and wives. Mr. Haughey presented a gift of a small bell, made of Irish crystal, to each of the hostages. Many an Irish coffee and Guinness were downed during the visit.

Media reaction to the stop at Shannon was extensive. Mr. Shannon also led the embassy staff in a tribute to the eight American soldiers killed in the unsuccessful rescue attempt of April 1980. □

FREETOWN, Sierra Leone—Ambassador Theresa Ann Healy is greeted by Right Rev. M.N.C.O. Scott, archbishop of West Africa, after thanksgiving service for the hostages. In center is [illegible] Gordon, ICA.

Freetown, Sierra Leone

ICA Freetown arranged an ecumenical service of thanksgiving at St. George's Cathedral on January 29 at 5 p.m. Two hundred and fifty prominent citizens of Freetown attended. The address was delivered by Anglican Archbishop Scott. American Ambassador Theresa A. Healy and the deputy minister of the ministry of foreign affairs participated. The sanctuary was decorated with floral bouquets and yellow ribbons. Yellow ribbon bows were given to those who didn't already have them, and the order-of-service booklets were tied with yellow ribbons. The media, across the board, gave prominent coverage to the hostage release and the thanksgiving service. □

Gaborone, Botswana

An international and interdenominational service of thanksgiving was held here less than 24 hours after the hostages were released. Ambassador Horace G. Dawson Jr. led the gathering of nearly 200 people in what he called "a celebration of reason over unreason, sanity over insanity, and humanity over inhumanity." This was the third hostage ceremony in Gaborone: the first organized in December 1979 by AFSA, the second in March 1980 by the American Women's Association, and the thanksgiving service on January 21 by the embassy. Prominent among the guests was Foreign Minister Archibald

M. Mogwe, who was joined by numerous government officials, members of the diplomatic corps, and a host of others from all walks of life. □

Geneva, Switzerland

On January 29 a ceremony was held in the first-floor reception area of the mission. Ambassador Gerald B. Helman opened with a reading of the presidential resolution on "Day of Thanksgiving." Then Peter R. Keller, representative of Geneva's American Foreign Service Association chapter, led the group in a litany of thanksgiving. The meeting closed with silent meditation for the many Foreign Service personnel who have given their lives in the line of duty, several at the hands of terrorists. □

The Hague, Netherlands

A. L. Boers, president of the Federation of Netherlands Zionists, presented to ambassador Geri Joseph, on January 24, certificates stating that trees would be planted in Israel on behalf of each of the former hostages. Prince Claus of the Netherlands telephoned Ambassador Joseph to tell her that Queen Beatrix and he shared America's joy at the release of the hostages. □

Hamburg, West Germany

On January 22 the consulate general here celebrated the release of the hostages when the yellow ribbon which had been hanging on the front door was removed. Participants were consul general Grant E. Mouser III; Isolde Lindner, special consular services assistant; Ida-Maria Bruehl, passport and citizenship assistant; as well as Gunnery Sergeant Sutton, representing the Marine guards. The cremony was photographed by the press.

The release of the hostages had special significance for the first three participants named, as they had served with Bruce Laingen, chargé d'affaires in Tehran, in 1952 in Hamburg. Consul general Mouser and Mr. Laingen again served together at the embassy in Tehran in the mid-1950s. When Mr. Mouser married in Tehran, Mr. Laingen was his best man. Mr. Laingen took time out from a pressing schedule to call the Mousers twice while he was in Wiesbaden, something the Mousers said they would never forget. After removing the ribbon, the Mousers sent it to the Laingens. Remembered by many German staff members of the consulate is former hostage Robert Ode, who served in Hamburg for 18 months beginning in the summer of 1970. □

Hamilton, Bermuda

The consulate general here observed the freeing of the hostages by holding a meeting of the American and local staff at the end of the day. Consul general John P. Owens read the congressional resolution marking January 29 as a day of thanksgiving, after which champagne was opened. One of the two major television channels in Bermuda sent a crew to the consulate general, and Mr. Owens was interviewed. □

Havana, Cuba

The staff and dependents of the U.S. interests section celebrated by sending a welcome-home message and then holding a right-after-work celebration in the section. Diplomatic colleagues were invited, and principal officer Wayne S. Smith offered a congratulatory toast. Later, various parties took place at homes of staff members. □

Hong Kong

The consulate general here held a service of thanksgiving on January 23 at Union Church. Chaplain Harold L. Baar (U.S. Navy) officiated at the service, which was attended by approximately 300 persons. □

Jakarta, Indonesia

On the day of the release, U.S. Ambassador Edward Masters called a gathering in the embassy compound of all American employees, at which he spoke, expressing thanksgiving for the release of the hostages and for the end of the ordeal. At the conclusion of the remarks, all Americans stood silent as the national anthem was played. Yellow ribbons were hung throughout the compound, including every section of

HONG KONG—At service for the hostages are, front pew on left, consul general and Mrs. *Thomas Shoesmith*, and, on right, *Mark* and *Cora Lijek*, two of the six Americans who returned from Iran with the assistance of the Canadian embassy there.

the embassy, with one huge ribbon around the large oak-type tree which is a centerpiece in the main embassy courtyard. The main snackbar where American and Indonesian employees and guests take many of their meals was decorated with multitudes of yellow ribbons as well. It was a day of great merriment and rejoicing, with embassy employees gathered throughout the day around shortwave radios to listen to the progress of the former hostages to West Germany. Particularly touching was the fact that scores of Indonesians from within the embassy, as well as from without, made a point of congratulating American officials. □

Jerusalem

On January 26 the consulate general sponsored a thanksgiving offering in celebration of the safe return. An interfaith service was held at the Lutheran Church of the Redeemer in the old city, only a few feet from the Shrine of the Holy Sepulcher. The highlight was the reading of passages from the Jewish Torah, the Islamic Koran and the Christian New Testament. Consul general Brandon Grove concluded the service by recounting the chronology of events of the hostage crisis and by reciting from Robert Frost.

The service was attended by 400 participants, including municipal officials from Jerusalem and Bethlehem; members of the consular corps; numerous local residents; and staff members from Consulate General Jerusalem and Embassy Tel Aviv. The service was noteworthy because of the participation of persons from many of the divergent communities in Jerusalem. Interfaith services that include members of the three great faiths to which this area gave rise—Judaism, Christianity, and Islam—are not at all common in Jerusalem. □

Jidda, Saudi Arabia

The moment was one long-awaited by anyone who had been at the embassy here during these 14½ months. Parvaneh, Mani and Shervin Limbert were finally untying the yellow ribbon—literally, emotionally and spiritually. The trying cycle on no-news/hope/bad-news was finally broken with the crossing of the Algerian air lines flight into Turkish air space. John Limbert, a political officer in Jidda before being assigned to Tehran, and his 51 colleagues were free—and jubilant shouts, balloons, high-flying corks and a Marine honor guard celebrated the occasion here.

The entire embassy staff gathered at the same flagpole where Mrs. Limbert had tied the last yellow ribbon on November 4, 1980, commemorating the first anniversary of the captivity. Grins were wide, spirits (and balloons) high, and happiness all-pervasive as Parvaneh cut the ribbon. The same high spirits, joined with a feeling of great relief, carried everyone on to the residence of Ambassador and Mrs. West, where toasts were raised and Mani Limbert, age 11, and Shervin Limbert, age 9, finished cutting all the other yellow ribbons scattered throughout the embassy compound. It was a fine conclusion to a very happy day. □

Khartoum, Sudan

Following the hostages' release, the director general of Sudan television, Hassan Ahmed Abdel-Rahman, invited the American community to view a special showing of the satellite coverage he had received the day they were freed. A large group of both official and nonofficial Americans went to the television station for the viewing. The director general had put together all the coverage he had received from United States and western European television as the hostages were freed. The night after their release, Sudan television had broadcast a half-hour report of the hostages' arrival in Algiers and Wiesbaden. However, seeing the expanded coverage gave personnel here the opportunity for additional views of friends and colleagues. □

Cookies don't crumble

Following is an editorial that appeared in the Los Angeles Times on January 29:

The country has been obliged to rearrange one of its stereotypes this week as it has come to know the hostages better.

Many are Foreign Service officers—known around Washington as FSOs, the drudges of diplomacy, a rather clannish group of maybe 3,500 professionals who keep the nation's embassies and consulates going.

The stereotype is "cookie-pusher," a phrase that Brewer's Guide, a British publication, carefully attributes to American slang, as if to say that the British know better than to disparage their own diplomats that way.

Americans may want to give the phrase a second thought as well.

What comes through in these men and women after more than a year in captivity is a sense of dignity, poise and, above all, professionalism, rejecting a role as heroes, anxious to get back to work at what they do well.

There is the compassion of young Barry Rosen, a student of Iran who speaks the language and refuses to turn on the country despite the way he and his colleagues were treated by Iran's militants.

There is the sustaining humor of Richard Morefield of San Diego, the former consul-general in Tehran. He lost a coat button in the shag rug of his motel room during an interview and couldn't find it. Mocking the notion that the hostages could not handle the transition to freedom, he told his wife, "I can't cope, I can't cope."

There is the insistence of Elizabeth Ann Swift that the story of the hostages and their treatment is an important one that the press should cover but that it must get the story right, must be "very, very accurate."

No cookie-pushers there. Just sensible, articulate and solid professionals who will, we trust, soon be off to new assignments, keeping their embassies and consulates going.

Kingston, Jamaica

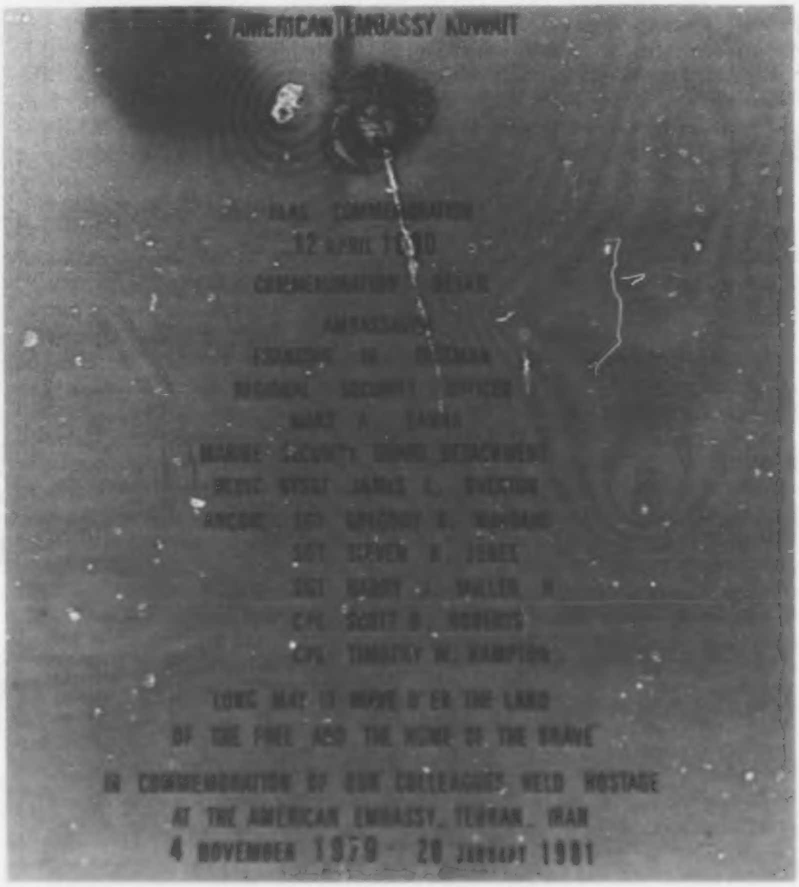
Under auspices of the Jamaica Council of Churches and the Jamaica America Society, an interdenominational thanksgiving service was held at St. Luke Church, February 3. Among those attending were minister of states for foreign affairs and foreign trade Beville Gallimore, clerk of the house of parliament Edley Deans, dean of the diplomatic corps, and United Kingdom high commissioner John Drinkall. □

Kuala Lumpur, Malaysia

Ambassador Barbara M. Watson hosted a tribute to the hostages at her residence here on January 24. The afternoon gathering was attended by more than 402 guests, including many ambassadors, embassy staff, and members of the American community. The ambassador opened the program with an address in which she commended the courage of the eight American volunteers who gave their lives in the attempt to rescue the hostages. The guests then joined with Ms. Watson in singing "America the Beautiful." □

Kuwait

At the ceremony here on January 25, led by Ambassador Francois M. Dickman, members of the U.S. mission staff, their dependents, and many Foreign Service national employees assembled at the embassy compound flagpole. (When a new flagpole was erected in April 1980, a brass plaque had been placed at its base dedicated to those Americans imprisoned in Iran.) The Marine security guard raised the large flag, which is flown to commemorate American holidays and other special occasions. Those present sang "God Bless America" and listened to a recording of the "Battle Hymn of the Republic." The climax was the unveiling by Ambassador Dickman of the plaque at the base of the flagpole. (The plaque was originally dedicated on April 12, but has now been inscribed to show the date of the hostages' return to freedom.) Mr. Dickman, after paying tribute to the eight Americans who died in the abortive effort to free the hostages, continued: "We must try, as a Government and as a people, to make sure that this (hostage-taking) never happens again." □


AMERICAN EMBASSY KUWAIT
LONG MAY IT WAVE O'ER THE LAND
OF THE FREE AND THE HOME OF THE BRAVE
IN COMMEMORATION OF OUR COLLEAGUES HELD HOSTAGE
AT THE AMERICAN EMBASSY, TEHRAN, IRAN
4 NOVEMBER 1979 - 20 JANUARY 1981

KUWAIT—A commemorative plaque, affixed to base of a new flagpole last April, was inscribed with the date of the American embassy takeover in Tehran. Now a second date has been inscribed commemorating release of the hostages.

Lagos, Nigeria

The embassy here held a thanksgiving service for the hostages on January 29 at the chancery. Embassy staff, the American community, and friends were invited. Special invitations were sent to the ambassadors of Algeria, Switzerland, West Germany, and the high commissioners of Canada and the United Kingdom. □

La Paz, Bolivia

On January 20, upon learning that the hostages had left Iran, the chargé, Alexander Watson, informed all mission components and invited all civilian and military, employees, American and Bolivian, to join him at a memorial service at the embassy's cafeteria. Mr. Watson opened the service. American Foreign Service Association representative Enrique Perez, political officer, thanked members of the mission for their frequent expressions of concern. An assembly was held the following day at the American Cooperative School. Many of those present at both services cried unashamedly. Within hours of news of the release, several foreign missions in La Paz—e.g., the Germans, Israelis, Canadians, and others—called to congratulate the United States. □

LILONGWE, Malawi—Acting chargé *Richard Watkins* leads employees in a toast.

LOME, Togo—Ambassador *Marilyn P. Johnson* and *Thomas A. Johnson*, of Harlem Third World Trade Institute, untie a yellow ribbon in celebration of the release of the hostages. Also pictured, from left: *Aubrey V. Verdun, David R. Andresen, Lois Smolinski* (partially hidden), *Malcolm L. Corrin* (partially hidden, behind Ambassador Johnson), *Robert R. LaGamma, Kay Andresen. (Photo by Agence Togolaise De Presse)*

Lilongwe, Malawi

The embassy here celebrated with a special flag-raising followed by the popping of champagne corks and a welcome-home toast. The American flag hoisted here had a special significance. It had last flown at our embassy in Tehran on Valentine's Day, 1979, when Iranian "students" first overran the compound. The flag was recovered from an Iranian who was walking across the embassy grounds with it, crumpled under one arm and an AK-47 rifle under the other. Vincent McCarron, an administrative employee now assigned to Lilongwe, confronted the student, demanding he return the flag since it belonged to Col. Leland Holland. Mr. Holland, the U.S. Army defense attache, it appears, had gained the respect of even the most belligerant "students" for his spirit and presence during the take-over. Mr. McCarron and another employee, now assigned to Lilongwe, Steve Shannon, were evacuated from Tehran weeks later. Mr. Holland remained behind, and was one of the 52 Americans released January 20. The flag is being sent to him as a memento. ☐

Lisbon, Portugal

Upon hearing of the release of the hostages, mission personnel expressed their feelings in a variety of ways, i.e., quiet prayer; tying yellow ribbons on the chancery balconies, office doors and cabinets; gathering at a special event where remarks were given by Ambassador Bloomfield and sharing their happiness at numerous private functions with host country and foreign guests. ☐

Lome, Togo

The mission staff here marked this happy occasion by holding a celebration in the embassy courtyard featuring Biere Benin, the local champagne. ☐

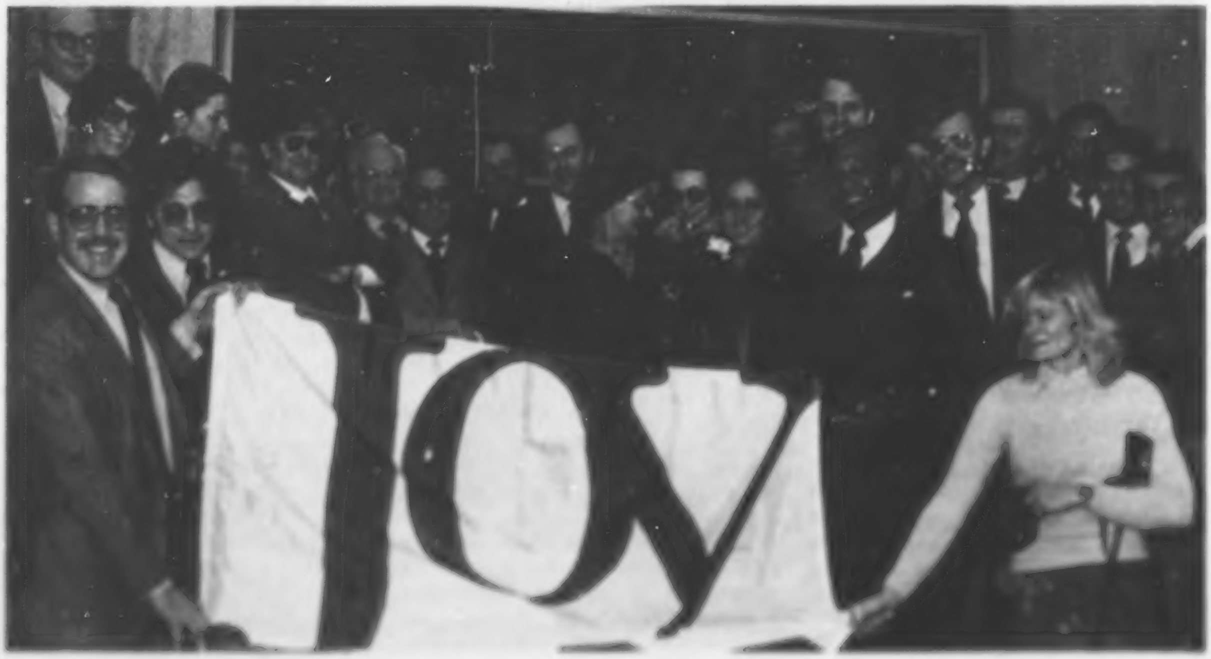
Madrid, Spain

On January 21 the American Foreign Service Association chapter here sponsored a ceremony in the embassy courtyard during which Ambassador Terence A. Todman expressed the joy of all the members of the mission, both Spanish and American, over the release. He also expressed his appreciation to the Spanish government for its support for the hostages throughout their captivity. The ambassador then cut the yellow ribbon from the largest evergreen in the courtyard, which for 11 months had symbolized the vigil that this mission was keeping. Subsequently, the rest of the staff enthusiastically cut down the 51 remaining ribbons that wrapped trees elsewhere in the embassy compound. □

Managua, Nicaragua

The embassy here celebrated with a mass of thanksgiving on January 23. The mass was celebrated by Monsignor Miguel Obando y Bravo, the archbishop of Managua. The church was packed with members of the U.S. mission, private U.S. citizens, members of the diplomatic corps, and many private citizens of Nicaragua. The embassy provided a floral arrangement, in the shape of the United States, displaying 52 yellow ribbons. The name of each returnee was written on one of the ribbons. A private Nicaraguan citizen set a floral arrangement representing a large 52. □

MADRID—Displaying banner during celebration of the hostages' release are, from left, *Robert Myers, Cesar Santander, Terence A. Todman, Lynn Swafford.*



Maputo, Mozambique

The embassy staff here celebrated the inauguration of President Reagan jointly with the long-awaited announcement of the release of the hostages at a party hosted by the ambassador's secretary and American Foreign Service Association representative Ronnie Herrick. Shortwave radios were tuned in to the Voice of America's coverage. Embassy personnel toasted the inaugural with bubbly enthusiasm and joyful relief when the news of the release was announced. □

Mexico City, Mexico

Embassy personnel here participated in a thanksgiving mass on February 3, at the Parroquia Padre de las Misericordias. This mass was arranged by a private Mexican citizen who invited all embassy personnel to attend. □

Mogadishu, Somalia

Ambassador and Mrs. Donald K. Petterson invited U.S. mission personnel and their spouses to join them at the residence for a champagne toast of thanksgiving. In addition to mission personnel, the gathering was attended by Dwight Schwarzengruber, World Council of Churches; Thomas Barnes (FSO-ret.,); UN and voluntary agency personnel, and Americans working for the Somali government in refugee assistance programs. □

Montevideo, Uruguay

The freeing of the hostages was an important event here. The embassy was flooded with telegrams and letters of congratulations. American chargé Shaw Smith spoke in a press conference over

MOSCOW—Chargé *Jack F. Matlock Jr.*, Canadian ambassador *Geoffrey A.H. Pearson* and Algerian minister/counselor *Benamar Yahia* celebrate hostages' release at the U.S. ambassador's residence.

three of Montevideo's four TV stations, and 11 of Uruguay's major radio stations. Mission personnel preferred to celebrate the occasion privately. Rejoicing was widespread. ☐

Moscow, USSR

On the evening of January 21, the embassy here celebrated the release with a *coupe de champagne* for the entire American community, at Spaso House, the ambassador's residence. Invited to the ceremony were the Honorable Geoffrey A.H. Pearson, the Canadian ambassador, and Benamar Yahia, minister/counselor of the Algerian embassy, as well as members of their respective embassies. Chargé d'affaires Jack F. Matlock Jr. addressed an estimated 300 persons. ☐

Niamey, Niger

The embassy here celebrated with a thanksgiving service on January 21. The event was organized by Elizabeth Barr, personnel officer and vice consul. It was held in the embassy courtyard and attended by American and national employees of the U.S. government as well as by members of the American community. Special guests of honor were Mahamane Sani Bako, secretary general of the Nigerian ministry of foreign affairs; Egyptian Ambassador Zaghloul Mohamoud Hamdy, and Algerian Ambassador Nadjib Boulbina. Canadian chargé Robert Thivierge was invited but was unable to attend. The ceremony was opened by Ambassador James Keough Bishop who, addressing the approximately 100 persons present, expressed the gratitude of the United States for the support received from the world community. The ambassador's remarks were followed by a period of silence introduced by Reverend Robert Williams, an American missionary and U.S. Marine Corps veteran. ☐

Nicosia, Cyprus

Two embassy-arranged events, one public and one private, served to capture the spirit of the occasion. At the close of business Ambassador Galen Stone invited all members of the U.S. Mission to his residence to pay tribute to the hostages.

Later, at a public film showing attended by 160 Cypriots, at the American Center, public affairs officer Wes Fenhagen arranged for a glass of wine to be distributed to every member of the audience. He then asked the gathering to join him in a toast. □

Nouakchott, Mauritania

On January 22, a ceremony was held in the embassy courtyard. Stanley Schrager, chargé d'affaires, cut a yellow ribbon which had been tied to a tree on the embassy compound. He presented the ribbon to the Algerian ambassador, El Hadj Mohamed Zerguini. Also present were the Mauritanian acting minister of foreign affairs and diplomatic chiefs of mission. □

Panama City, Panama

As soon as the hostages were released on January 20, Ambassador Ambler H. Moss Jr. released a statement to the Panamanian media expressing the joy of the American people and thanks to the Panamanian government and people for support given to the United States. It was given prominence in the press and on Panamanian radio and television.

At the ambassador's request, on January 21 a thanksgiving service was held at St. Luke's Episcopal Cathedral in Ancon, a suburb. The service was well attended by official private American citizens living in Panama, as well as by numerous Panamanian citizens. In his address the ambassador expressed sorrow over the loss of eight military personnel in the aborted rescue attempt.

"This experience holds several messages for us in foreign service," he said. "Americans sent abroad for their Government are protected, not abandoned or forgotten. Our national honor has been preserved, as not one cent of ransom has been paid for the hostages' release. Human life, the life of every individual citizen, is important to us, and we have shown this to the world." □

Port-au-Prince, Haiti

Ambassador Henry Kimelman invited all American employees and

NEW DELHI—At the ambassador's residence, chargé *Archer K. Blood* gives *Rauf Boudjakdji*, wife of Algerian ambassador to India, a yellow ribbon.

PERTH, Australia—Staff members celebrate with champagne and Australian Swan Beer. From left are *David Roberts, Bob Peterson,* and *Martha Carbone. (Photo by West Australian Newspapers Limited)*

spouses to his residence the night of January 29 to toast the release of the hostages. □

Pretoria, South Africa

Embassy families here celebrated with a party at the Marine house on January 19. The celebration included a toast to the hostages, as well as to our Canadian counterparts. □

Quito, Ecuador

The embassy here celebrated with a cocktail party organized by Paula Berg and Cynthia Burgstaller. Ellen Sartori baked a special cake. Wine and snacks were donated by Patricia Brania, Robert McCarthy, economic officer; Paul DiFrancesco, communications support officer, and Jackie Lard, purchasing manager. The party was held in Ms. Berg's office which had been hastily decorated with a makeshift poster showing newspaper photographs of the freed hostages and the United Press International headline "Hostages Freed," American flags and a miniature sculpture of the Iwo Jima memorial. □

Rabat, Morocco

The embassy here marked the release in a spirit of reverence and thanksgiving. Ambassador Angier Biddle Duke, in a statement widely carried in the press, underscored the "unity and steadfastness among Americans." An interdenominational international service was held January 21 at the French Protestant church. □

San Jose, Costa Rica

The embassy here received dozens of telephone calls and telegrams from across the political and social spectrum expressing relief that the hostages were free. On January 29, a group of private Costa Ricans sponsored a mass of thanksgiving in Metropolitan Cathedral, attended by a large crowd including U.S. embassy employees, members of the local American community, government officials and representatives of the diplomatic corps. □

PORT-OF-SPAIN, Trinidad and Tobago—Ambassador *Irving G. Cheslaw* watches as his wife, *Ruth*, cuts yellow ribbon from tree.

QUITO, Ecuador—Celebrating the liberation are, from left, *Grace Cisneros, Susana Donoso, James Johnston, Ellen Sartori, Judith Rodriguez, Edmund Atkins, Paula Berg, Cynthia Burgstaller. (Photo by Rene Vasco)*

RECIFE, Brazil—*Jewell Fenzi,* wife of principal officer *Guido C. Fenzi,* unties yellow ribbon from tree in the consulate garden. Standing, from left, are *Linda El-Deir, Mr. Fenzi, Carmen Ramos.*

STOCKHOLM—Mrs. *James F. McKinley,* wife of the administrative counselor, cuts ribbon from tree near the embassy. *(Photo by Stephen Moore)*

Singapore

Ambassador and Mrs. Harry E.T. Thayer, on the evening of January 21, hosted a reception. All U.S. embassy employees, as well as representatives of the Canadian and Swiss embassies, were invited and celebrated. □

Sofia, Bulgaria

Against a backdrop of hostile Bulgarian press treatment of the hostage issue, the subject of several demarches to the foreign ministry, Embassy Sofia celebrated with a ceremony hosted by Ambassador Jack Perry on January 21 and attended by all American employees. Ambassador Perry told the group that he had received several calls from other ambassadors in Sofia that morning expressing their congratulations. He also noted that he had placed a call to Mohammad Bouzada, the Algerian ambassador to Bulgaria, and expressed our deep appreciation for the vital role played by his government. Several toasts were proposed spontaneously, the first being expressions of gratitude that the ordeal was over. Embassy nurse Marcia Carlson, spouse of public affairs officer Brian Carlson, proposed a toast honoring the families of the hostages. Consular officer Jim Jeffrey raised his glass to the memory of the fallen Americans. Mary McGraw, spouse of telecommunications officer Ronald McGraw, led a toast to our Algerian colleagues for their role. Western colleagues were especially warm in their welcome of the release. The first call received at the embassy was from a secretary at the French embassy, Marie-France Paoli, who called secretary Irma Scott with words of relief and joy. Miss Paoli also visited secretary Janice Hunt to celebrate with a bottle of French champagne. □

Stockholm, Sweden

On January 21, the embassy "family" gathered to take down the yellow ribbons that had weathered the icy winds and dark days of this northern city. The ice and snow went unnoticed as each person seemed to carry the warm feeling that the long wait was over. The hand-lettered sign on the front door of the embassy, "444 days," was taken down by marine Corporal Richard H. Rush. During the past year, Swedes and Americans, as well as diplomatic colleagues, had been brought together through the local media coverage of the hostages crisis, which was soundly condemned throughout Sweden.

Family liaison coordinator Maggy Morse, after assembling the yellow ribbons for forwarding to the Department, drew attention to the role that the wives and families of Foreign Service officers played during the ordeal. On January 28, the mission sponsored an ecumenical service of thanksgiving at St. Peter's and St. Sigfrid's Church. The service was attended by 230, including diplomats, Americans from the private sector and mission members and their families. ☐

SUVA, Fiji—Chargé d'affaires Linda Stillman unties a yellow ribbon which will be sent to former hostage Michael Metrinko, a close friend of communications officer Glenn Jones. (Photo by the Fiji Sun)

Suva, Fiji

The embassy here celebrated with a champagne party held by the staff on the day word reached Fiji. Chargé Linda Stillman untied the yellow cloth which had for over a year been hanging from the balcony of the embassy, an event photographed by the Fiji Sun. The yellow cloth was given to Glenn Jones for forwarding to one of the former hostages who is a close friend. Upon his return to Suva, Ambassador William Bodde hosted a picnic luncheon at the residence. ☐

Sydney, Australia

A special church service was held here at the Anglican cathedral, St. Andrews, on January 21, to mark the inauguration of Ronald Reagan. As the news broke of the hostages' release, the service became two-pronged, being designated as a thanksgiving.

Herbert Horowitz, the newly-arrived consul general, wearing a yellow ribbon in his lapel, was the official representative from the American consulate general. He was accompanied by his wife, Lenore, and other U.S. consular and ICA officers and staff members.

Attending the service were hundreds of Americans and Australians, intermingled with diplomatic and business leaders, and clergy representing various denominations. ☐

Tegucigalpa, Honduras

Freedom for the hostages was observed by the embassy here at a thanksgiving ceremony on January 29. The ceremony was attended by some 100 American and foreign national employees and dependents. Speakers included political officer David Shaw, and alternate American Foreign Service Association Representative Fred Zumwalt. ☐

Tokyo, Japan

An inaugural event at the Tokyo American Club, sponsored by the American Chamber of Commerce in Japan, was intended originally to combine a welcome to President-elect Reagan, a "sayonara" to President Carter, and an expression of the affection of the American community in Japan for Ambassador Mike Mansfield.

The event took on a special joyous atmosphere with the news that the hostages were free. Five hundred people listened to a military band, sang patriotic songs, and listened to speeches.

At the embassy, a small tree—covered with yellow ribbons tied by staff members—was gratefully and quietly removed from the embassy lobby. It had been placed there at Christmas time as part of a special ceremony to honor the hostages, with the understanding that it would remain there until they were free. ☐

Tunis, Tunisia

In an atmosphere of relief and joy, embassy wearers of yellow ribbons removed them for the last time. A nondenominational service of thanksgiving was held in English for the Americans of the mission at St. Jeanne d'Arc Catholic Church. It was arranged by deputy chief of mission David L. Mack, Don Houk of the military mission, and Marge McDermott, the ambassador's secretary.

Several teachers from the Arabic language school were in attendance, to celebrate in particular the release of John E. Limbert. They had known him here when he studied under their instruction.

The only invited non-Americans were the staff of the Canadian embassy. □

Valletta, Malta

The people of Malta were especially conscious of the hostages' situation, since Bruce Laingen was ambassador here for two years prior to his posting to Iran. Messages of sympathy poured into the embassy during Ambassador Laingen's captivity, and many expressed their thanks for prayers answered when he and the others were released.

On February 1 a service of thanksgiving was held at St. Paul's Anglican Pro-Cathedral. Attended by chargé d'affaires Frank P. Wardlaw and Mrs. Wardlaw; Hilton L. Graham, economic/commercial officer; Richard D. Gong, public affairs officer and Mrs. Gong; Norma L. Kleiber, consular/administrative officer, as well as British and Australian high commissioners and other diplomatic colleagues. On February 8 a Catholic mass was held at the Ta' Pinu Parish in Gozo. This mass was attended by embassy personnel Norma L. Kleiber and Catherine E. Ward, as well as a standing-room-only crowd of Gozitans. □

Vienna, Austria

When word was received that the hostages were about to be released, Ambassador Philip M. Kaiser invited members of the country team for a glass of champagne. A notice was sent to all personnel giving them the news. On January 29, the American Foreign Service Association arranged with the Catholic church across from the embassy to be open for two hours for staff members to give a prayer of thanks. Coverage of the release of the hostages by Austrian television was extensive. □

Vientiane, Laos

No formal or organized celebration was held at this tiny post, "but for us," the post reported, "the day of the release was the best day in January. Most of us continued to follow the news as best we could on the radio and were particularly delighted by hostage Moorhead Kennedy's rousing speech at City Hall in New York City. Mrs. Dorthea Morefield's comments were also savored. When asked what her first words to her husband would be, Mrs. Morefield replied: 'The first part will be personal, but later I will tell him that the next time he is going to be late for dinner he should phone.' Several of us attended Holy Mass on the first Sunday after the hostages' release at St. Joseph's Cathedral, in the only remaining Roman Catholic church in Laos. We privately gave thanks that the horror was over. □

Wellington, New Zealand

On February 12, the mission here hosted an interdenominational service of thanksgiving for the return of the hostages, at St. Paul's Cathedral. The embassy's highest-level contacts, as well as many representatives from foreign missions, attended. Ambassador Anne C. Martindell said: "Today, Americans mark the birthday of Abraham Lincoln, who said: "Those who deny freedom to others deserve it not themselves; and under a just God, cannot long retain it." ■

WELLINGTON, *New Zealand—Ambassador Anne Martindell speaks to a reporter about hostages' release. With her are deputy chief of mission Charles B. Salmon Jr. and public affairs officer Charles L. Bell.*

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Selection-out voided; grievant reinstated

446—The grievant approached the board with three contentions:

(1) His agency had improperly used selection-out procedures to conduct what, in effect, was a reduction-in-force (RIF) directed at older officers like himself without regard for either the officers' capabilities or performance;

(2) His alleged selection-out was in violation of established rules and procedures like those fixing time-in-class requirements, and cutoff percentages, and that the selection boards otherwise erred in using the wrong standards to identify those who should be reached for selection-out; and

(3) His low ranking by selection boards the year prior to the selection-out was based upon false and inaccurate comments about him in two evaluations in his performance file.

As relief, he sought reinstatement with back pay and the correction of inaccuracies in his personnel record.

The agency stated with respect to the first of these issues that the selection-out action against the grievant had come about as a result of budget cuts, but that it lacked the authority to "RIF" Foreign Service employees, an authority it had used to reduce the ranks of Civil Service employees. The agency contended that, other than through attrition, selection-out for low ranking was, accordingly, the only means it had to reduce by an equivalent ratio its Foreign Service officers corps during a period of budget cuts when employees, like the grievant, did not accept voluntary retirement or did not warrant being selected-out for cause or mandatorily retired for age.

The board agreed with the agency's position that at this point in history it had no lawful means to terminate employees like the grievant and reduce its personnel ceilings other than through selection-out for low ranking.

The agency maintained with regard to various elements of the grievant's second claim that (a) relevant law did not require different foreign affairs agencies to use identical involuntary retirement procedures, like those fixing time-in-class; the law said only that procedures should be compatible and, to the extent practicable, that they should be administered uniformly; and (b) selection boards had discretion to rank employees as they saw fit. Yearly precepts were for their guidance only. Accordingly there was no basis to conclude the selection board erred because the language of its statement low-ranking the grievant drew upon criteria for non-promotion rather than that suggested by the precepts for low ranking.

The board sided with the agency on both these points. It found no requirement in the law that the foreign affairs agencies manage their involuntary retirement procedures in an identical fashion, nor was it persuaded that the criteria named in the precepts for involuntary retirement were exclusive and definitive.

As to the last issue of the grievance, the agency asserted that neither of two disputed evaluations prepared on the grievant was procedurally defective or falsely prejudicial. One of the evaluations lacked a reviewing statement and was prepared by an evaluation team that the grievant alleged was improperly constituted. The board did not see the lack of a reviewing statement as a defect since the form did not provide space for one. Nor did the board find any violation of agency policy in the composition of the evaluation team.

The second report also lacked a reviewing statement, but here the board found that there was no one at post who could have reasonably discharged this review requirement. While the agency might be faulted for not explaining on the evaluation form the lack of a review statement, the board did not find in such deficiency enough reason to order the removal of the evaluation.

Finally, while the board found no basis in the record for concluding that one of the evaluations was falsely prejudicial, it did view as *fatally* damaging to the grievant's career the comments in the second of the evaluations. Here, the evaluator, after a relatively short visit to the post, reported a number of faults he perceived the grievant to have and went on to equate the grievant's performance in terms of a matrix system used in assessing managerial styles. The board found the use of this system unwarranted and unacceptable in a report of this nature.

The grievance board was persuaded that the agency's selection board gave great credence to this latter report in its decision to low-rank the grievant, and, in turn, the report made by that board was one of the bases for the retirement board's recommendation to involuntarily retire the grievant. Further, the grievance board found the statements of both of these boards defective because they implicitly appeared to cast doubt on the wisdom of a selection board which had recommended the grievant for promotion two years before. To rank the grievant in the low-tenth decile in comparison with other officers in his class, many of whom had been in grade much longer, was not difficult, in the board's judgment, given the defective evaluation report in the grievant's record. To select him out of the Service on that basis, the board concluded, was unwarranted.

Accordingly, the board ordered the removal of the defective documents. Accompanying the board order was a recommendation to the head of the agency that the grievant be reinstated with back pay and other benefits effective the date of his selection-out and until the date—during the period he was off the rolls—when he would have reached mandatory retirement age. □

Career appraised on unassigned duties

484—The grievant was a junior officer assigned to a position outside his career field. He failed to reach tenure in the requisite time and attributed this failure to a career-prospects appraisal written by the deputy chief of mission, who based his report on work requirements he imposed *ex post facto*, and did not follow the instructions for preparing the report, according to the grievant. The grievant also charged that the deputy chief of mission based his appraisal on his own criteria, which were set in relation to the grievant's career field, rather than on his accomplishments in his assigned position. The appraisal dwelt on work the deputy chief of mission said the grievant had failed to do, despite the fact that the grievant had not known of these requirements. The grievant asked that he be considered again for tenure at the earliest opportunity, and that he be granted an extension of one-year time-in-class.

The board examined the evidence presented and found that the career-prospects appraisal gave the grievant high marks for his performance in his assigned position and that the deputy chief of mission faulted him for not taking the initiative to perform duties which were not assigned to him. The board found that such a basis for assessing the grievant's potential was inconsistent with the guidelines and instructions issued for the preparation of career-prospects appraisal statements and had disadvantaged him in seeking tenure. As redress, the board ordered that the grievant be given the relief he requested. □

Honor promise, agency told

488—The grievant claimed that, during a special awards luncheon, given in his honor by his agency, the head of his agency promised that he would be given long-term training to complete a course of study of his choice. He further claimed that his choice of program, as well as the university he wished to attend were discussed. Subsequently, the agency approved and placed him on long-term training for one year. However, the course he had chosen was a two-year course, the second year of which he was required to complete on a LWOP (leave-without-pay) status. He contends the agency failed to honor its full commitment and asked that he be reimbursed for tuition and associated costs for the second year of study as well as pay, allowances and benefits he lost while being on LWOP.

The agency claimed it was not obligated to pay for the second year's training because there was no evidence that the head of the agency had committed the agency to a two-year program, nor does the agency have the authority to continue an employee's education for more than one year in a program leading to a master's degree.

The board was persuaded by the evidence presented that the head of the agency had made the claimed commitment to the grievant and that there were no restrictions in the Foreign Service Act which would prohibit the agency from implementing the full commitment. The board sustained the grievance and ordered the requested remedies. □

5-day suspension is reduced

508—The grievant received notice that he would be given a five-day suspension for refusing to accept a temporary-duty (TDY) detail involving travel within the United States because he had been on medical complement at the time. He argued that his medical condition justified his refusal of the TDY. He stated, in any event, the disciplinary action ordered by the agency exceeded its published guidelines. He asked that the suspension order be rescinded.

The agency contended that the grievant had been dealt with in a compassionate and reasonable manner. It had previously acceded to the grievant's wishes to cross a ban from any

"He says he's part of the wage survey team."

travel even though his medical condition and medical-complement status excepted him from overseas travel only. The grievant had received medical clearance to take the trip in question, and the agency felt he was obliged to do so for the sake of service discipline and to live up to the responsibility inherent in his position and personal rank.

The board determined that the grievant had been guilty of insubordination, but decided the directed five-day suspension was too stringent, and ordered a reprimand instead. □

Grievant is granted more time-in-class

509—The grievant claimed that the panel which recommended his involuntary retirement (1) improperly considered material previously ordered expunged from his file by an earlier grievance board ruling, (2) relied excessively on an allegedly biased and falsely prejudicial performance evaluation, and (3) assessed his performance record in an unbalanced fashion and in violation of its precepts. He contended further that the findings of the most recent promotion panel were incomplete and falsely prejudicial. As relief, he asked that contested material be removed from his file and that the statement recommending that he be involuntarily retired be reversed. He requested, too, that he be considered for promotion by the next promotion panels.

The agency maintained that the identification of the grievant for involuntary retirement was fully supported by his performance record, and that its decision on separation was based on proper and accurate material and was reached in accordance with its rules and regulations.

Taking the case issue by issue, the board found that:

—The agency was not in full compliance with an earlier board ruling regarding the transfer of documents pertaining to the grievant—including in particular, a memorandum of a report by a promotion panel—from the agency's archives to the board. For this reason, the board was not persuaded that the repetition of the error by a new promotion panel was not coincidental, as the agency argued. The board ordered full compliance with the earlier board order, and ordered expunged the low ranking the grievant received from the new panel.

—A contested performance evaluation prepared on the grievant while serving abroad reflected the confusion and conflict at his post, as was brought out in a special inspection evaluation report. The board ordered the contested report removed from the grievant's file.

—A finding of a special performance evaluation panel was a balanced assessment of the grievant's record and, therefore, its use as justification for his involuntary retirement was not improper.

—A statement by the most recent promotion panel was procedurally deficient, and the board ordered its removal from appropriate files.

The board ordered further that the grievant be extended in service to enable him to be considered by two additional promotion panels. □

He's promoted; it's not retroactive

513—The grievant contended that one of his evaluation reports was untimely rendered, making it unavailable for review by the evaluation panel that year, and that the panel failed to note the lack of a current report in his file. He further claimed that, after he had been shown the evaluation report in draft and given his approval, it was substantially and improperly changed.

In replying to his grievance, the agency conceded that the evaluation report was in noncompliance with the regulations and, therefore, agreed to remove it from his file. However, the agency denied his claim that he had been substantially adversely affected by the defective evaluation report. Determining that a defective evaluation report is preferable to no record of performance and that the agency's statement concerning its absence from his file would be prejudicial, the grievant asked that the defective evaluation report be returned to his file. The agency agreed to return the defective evaluation report to his file, but denied his request to rescind the changes.

The grievant then brought his case to the board, asking that the evaluation report be made valid by returning it to the state in which it was when he had approved it in draft, and that he be promoted retroactively to a date during the years his improperly constituted performance file had been reviewed by the evaluation panel.

The board found that the grievant's rights in the performance rating process were violated by the wrongful alteration of the evaluation report and directed the agency to restore it as the grievant requested. During the course of this grievance the grievant was promoted with the defective evaluation report in his file. The board did not sustain the grievant's request for a retroactive promotion. □

Transfer allowance case is decided

517—The grievant claimed that, when his agency reduced the size of its office at his post of assignment and transferred him to Washington, he was assured by agency officials, both before he left his post and after he arrived in Washington, that he was eligible to receive a home service transfer allowance.

Upon arrival in Washington the grievant and his wife obtained temporary lodging near his agency, where they stayed for the allowed 30 days. However, when the grievant presented his application for reimbursement of the 30 days' temporary lodging and miscellaneous expenses, he was informed by his personnel officer that the agency could not certify that he would be sent abroad again, a requirement for receiving the home service transfer allowance. Agency policy, which had been announced a few days before his departure from post, required that to be eligible for the certification the employee must have at least 36 months until mandatory retirement. The grievant had only 29 months.

The board agreed with the agency that the denial of the home service transfer allowance in this case was in accordance with regulations in place at the time the grievant left his post. The board found, however, that the inaccurate and misleading information the grievant received from his agency caused him to act to his financial detriment and, as a matter of equity, recommended that the agency pay him the amount in excess of what he would have spent on temporary lodging had he not expected to receive an allowance.□

Denial of tenure held not unfair

525—The grievant complained that three performance evaluation reports in his file were unbalanced, inaccurate and falsely prejudicial, and that these reports adversely affected his chances to gain tenure and prevented his being promoted.

The grievant's first assignment overseas was at post A in a job rated two ranks above his personal rank. After one month on the job, he said in a letter to his career counselor that he found the job to be "better suited to a more experienced officer." His supervisor said his performance "failed to meet requirements of the job" but added the qualification that the report should be regarded as a false start if the grievant's performance improved in subsequent assignments. The board examined this report at length and found nothing intrinsically wrong with it. It observed that the grievant "stood to make a considerable leap forward in his career...if he had been successful in this first overseas tour because he would have had recognition for working at a job two grades above the rank he was holding. The fact that it did not work that way does not make the report falsely prejudicial."

In appraising the second contested report on the grievant's performance (at post B), the board determined that the grievant's poor performance in his assigned work seemed to be more attributable to his attitude toward his duties than to his abilities to perform them. The board said the grievant did not complain that what was entered in his report was inaccurate or false; he complained only that such comments should not have been included in the report because he had an excuse for such poor performance. In sum, the board found nothing falsely prejudicial with the evaluation.

At post C, the grievant's supervisor mentioned in a performance evaluation that the grievant completed one particular assignment satisfactorily, but only after he was ordered to do so. The board said the grievant "was not persuasive in his testimony that he had misunderstood the instructions of his superior. It is much more likely that, for whatever reason, he was simply reluctant to do the work." The board found that a supervisory-level official was entitled and perhaps obligated to make an adverse comment about an officer under such circumstances, and it stated that, while the rating officer's remarks were clearly prejudicial, they were not falsely so.

Summarizing its finding, the board pointed out that the contested reports came from three different posts and that each was prepared by different rating and reviewing officers. Tenure panels evaluating the grievant's file, therefore, had before them "diverse reports—both good and bad—on the grievant's performance. Their judgment, on fair reports, was that he should not be given tenure. That is the way the system is supposed to work." □

Extra service credit is awarded

534—The grievant claimed that his agency had improperly denied him extra service credit for time he served at two designated unhealthful posts prior to becoming a participant in the Foreign Service Retirement and Disability System (FSRDS). As relief, he asked the board to grant him the extra service credit he sought, and that his agency accept back an amount of money it had paid him, over his objections, as a salary differential.

The grievant argued that pertinent regulations provide that an employee who becomes a participant in the FSRDS may apply for and receive extra credit for time spent at an unhealthful post *prior to* becoming a participant. The grievant pointed out that such regulations fix only two requirements for such eligibility after becoming a participant in the FSRDS. These are (a) to pay a contribution for such period of service, and (b) not to receive a salary differential for that period of service.

The grievant contended that he had complied with both of these provisions, and further that when he consulted with knowledgeable officials in the field, he was advised that he was eligible to elect retirement credit, and that when he opted *not* to receive a salary differential while still covered by the Civil Service Retirement System (CSRS), the request was complied with.

In addition to the two requirements noted above, the agency contended that such credit could be granted non-FSRDS participants only in one of two situations: (a) where a CSRS participant was precluded from receiving the post differential on account of the chief-of-mission salary limitation; and (b) where a CSRS participant served at a designated unhealthful post for which no post differential existed. The agency argued that in the absence of these situations, an employee could not waive post differential pay in the hope of later becoming a FSRDS participant and *then* receiving the extra service credit.

Other contentions by the agency included: (a) there were no applicable regulations authorizing a non-FSRDS participant to elect extra service credit in lieu of post differential; (b) it would be poor management practice to afford such election hypothetically to non-FSRDS participants upon the contingency that they might be participants in the future; and (c) such credit should not be afforded participants for prior service for which non-participants were permitted *erroneously* to waive post differential in favor of extra service credit.

The board found that the grievant had satisfied the two requirements set down in the regulations, and that the other preconditions cited by the agency were not found in any provision of law, regulation or published policy. Accordingly, the agency was ordered to grant the remedies the grievant sought. □

Per diem is ordered paid for training

542—The grievant charged that he was wrongfully denied payment of per diem for the final weeks of a three-month training course he attended in Washington. His agency withheld payment of the per diem on the grounds that once his TDY (temporary duty) status ended with his formal transfer to a Washington element (eight weeks into the course), he no longer was eligible for per diem allowance. The grievant argued that he had been promised per diem for the course duration and that he could not be considered to have been assigned to Washington since he was informed of his next overseas assignment shortly after the course began.

The board determined that the agency's announcement of the training course was in no way ambiguous as to whether per diem would be given to participants from overseas posts. The announcement stated "per diem...for those on TDY for these classes" will be the responsibility of the sponsoring office. The board read this as an agency commitment to pay per diem for the duration of the course.

The board also noted: the grievant's uncontroverted statement that he was the only participant from overseas who was paid per diem for the full 3 months; the comments of a training official at the time, who stated that the grievant's orders were obviously incorrectly written, since they limited the grievant's TDY in Washington only 60 days, when the course lasted 90 days; the erroneous contention by the agency that the grievant attended the course because he had no ongoing assignment. The record shows that the grievant was notified while still overseas that he was selected for the course in preference to other candidates at his post.

The board determined the grievance to be meritorious and directed the agency to pay the requested per diem. ■

FOREIGN SERVICE GRIEVANCE BOARD—Board and staff members, from left, seated: Board members *Martha Burns* and *Robert Ables*, chairman *Richard I. Bloch*, *Francis Quinn*, deputy chairman *Philip Dorman*. Standing: *David Silberman*, counsel; *Richard Greene*, staff; *Ralph Seward*, member; *Pratt Byrd*, executive secretary; members *Walter Swierczek* and *Robinson McIlvaine*; *Joan McCready*, staff; *Harold Snell*, member; *Elmer Fales*, staff; *Woodrow Leake*, member; *Carl Bartz*, staff; *John McConnell*, member; *Sherry Lutes*, staff; *Rufus Smith*, member; *Raecarol Morgan*, staff; *Elliott Bredhoff*, counsel; *John Holbert*, staff.

READEX FICHE

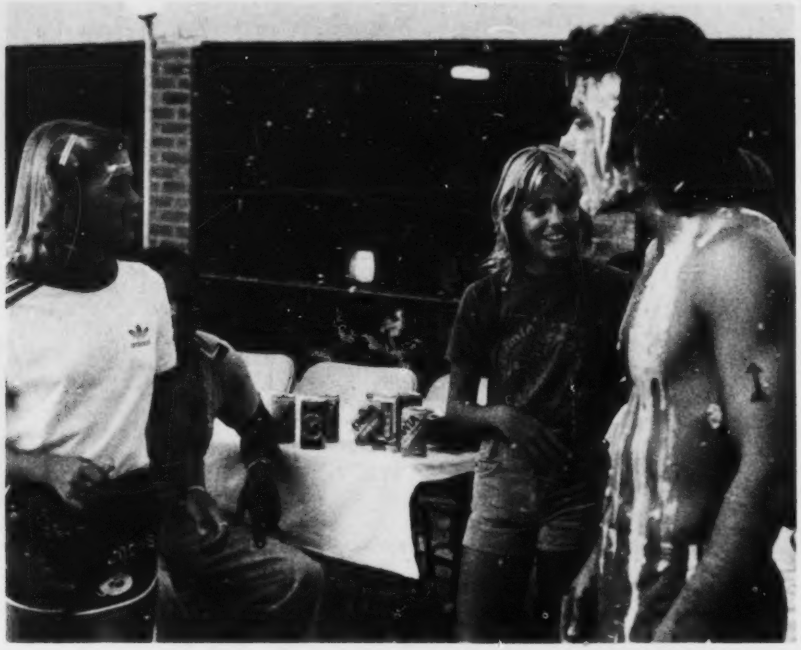
Post of the Month: Islamabad

HERE'S WHAT to expect if you go packing off to Pakistan on the Indian subcontinent. It's all documented for you in these photos—part of STATE's continuing series on life at our overseas missions.

Betty Lou Hummel, the ambassador's wife, and *Cathy Miller*, wife of the noncommissioned officer-in-charge, at opening of the new Marine house.

A merchant's shop in Murree.

Donna Clegg, a teacher at Islamabad International School, demonstrates tie-dye technique.



Mission Teen Center director *Dave Conner* gets pie in the eye. At left is *Stacy Fields*, a student; *Mary Dix*, a young teacher, is in center.

Selin Warnell and *Connie Poltar*, embassy wives, shopping for almonds and walnuts.

Secretaries *Sharon Oper* and *Stephanie Squera* visit Buddhist shrine at the ancient site of Taxila, where remains of many civilizations are and where Alexander the Great once ruled.

Performers from "Southern Music USA" exchange notes with Pakistani musician *Tufel Niazi.*

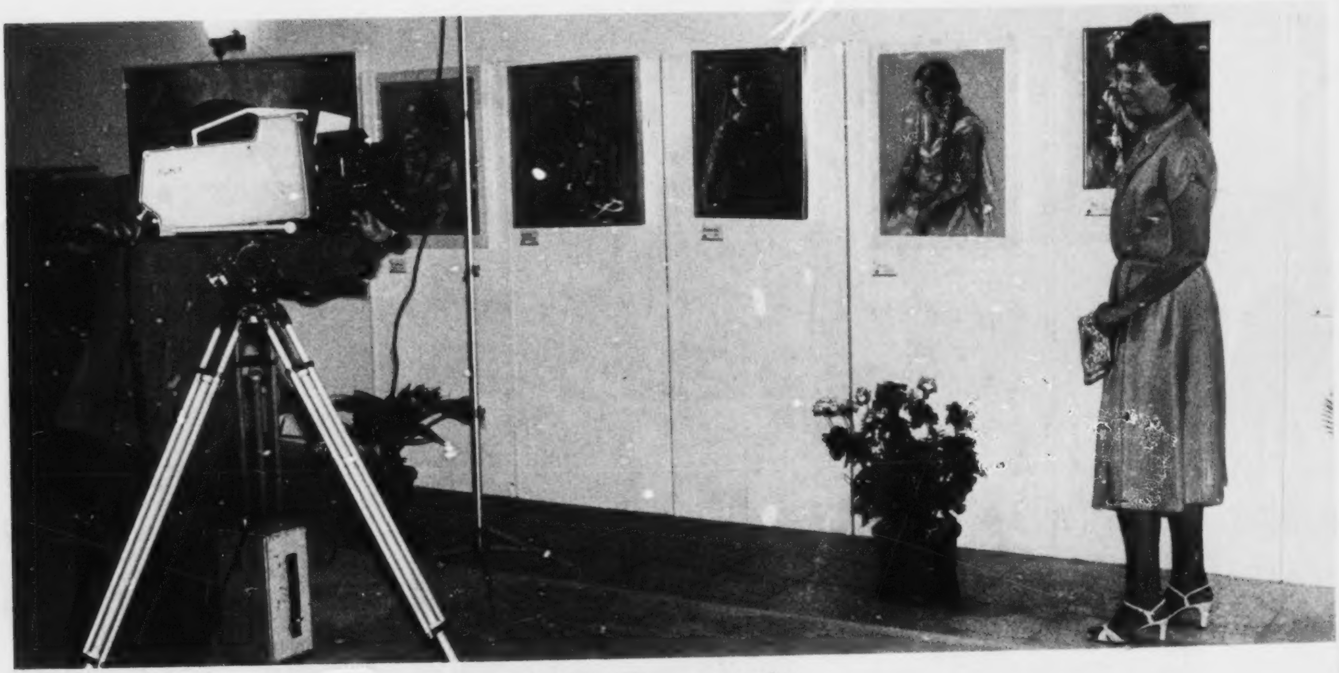
Public affairs counselor *James Thurber, Emily Thurber* and *Rosemary Jones,* wife of cultural affairs officer *Robert Jones,* remove shoes before entering shrine in Margalla Hills, outside Islamabad.

Ambassador ***Arthur Hummel,*** **foreground, and deputy chief of mission *Barrington King* inspect the new ambassadorial residence, which was nearing completion.**

The Islamabad International School presents a musical, "Noah Jazz." Front row, from left: *Jocelyn Rodrigues, John Lee, Dina Kahn, Kristie Hackbart, Idil Serim, David Dean.*

MEDICAL UNIT

Embassy nurse *Joyce Biggs*, health unit administrative specialist *Ehsan Malik*, and regional medical officer *Kenneth Babcock*.



Secretary *Lucy Gibb*, a TV camera, at opening of exhibition of her paintings.

Afghan women cooking meal at a refugee camp in Pakistan.

Political officer *Ronald D. Lorton*, left, receives Superior Honor Award from Ambassador *Arthur W. Hummel Jr.* Mr. Lorton was cited for his service as country desk officer for Afghanistan, July 1978-June 1980.

Consular officer *Gretchen Gerwe.*

Phyllis Mauger, wife of defense attache *Hal Mauger*, gives art instruction at St. Joseph's Hospice, Rawalpindi.

"Body painting" at embassy fall festival. From left: *Adam Rice, Mahsood Parvez, Tari Amin* (with paintbrush), *Farah Ahmed* (far right). Small girl is identified.

MUREE, Pakistan—On the Durand Line, which separates Afghanistan and Pakistan, are acting deputy chief of mission *George Griffin*, Kabul, and political counselor *Herbert Hagerty*, Islamabad. The photo was taken during a break at the recent political officers conference.

The Shrine of Imam Barri, on the outskirts of Islamabad.

Marine security guards *Ron Epley* and *Bill Leak,* with secretary *Jane Newcomb,* visit a rural area.

Mail clerk *Ibrar Ahmed.*

Political officers *Ron Lorton*, *David Welch* and *Herb Hagerty*.

General services officers *Wannie Lester*, left, and *Wally Horn*, right, with administrative counselor *Dave Fields*.

A contemplative stroll on the road from Murree to Islamabad. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE *magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

LATIN AMERICA

I recently asked the Foreign Service Institute whether it has a policy on smoking in the language training classrooms. I was told there is no policy, the question is left to individuals to decide. I'm one of the millions who are terribly allergic to smoke. If smoking is universally agreed to be harmful to our health, why should the burden of banning it in the workplace be placed upon the individual who does not smoke? It seems to me we should have a fundamental right to breathe smoke-free air, and the institution we work for should guarantee us this right. Isn't it time for you to have some say in the matter?

A.

We've contacted the institute, and were told that it is adhering to the regulations for controlling smoking in General Services Administration-controlled buildings, as is the rest of the State Department. These regulations state quite explicitly that smoking is *prohibited* in auditoriums, classrooms, conference rooms and elevators.

Q.

PACIFIC ISLANDS

My own teeth are in great shape, but so many of my friends say they need crowns. What is a crown? When do dentists have to resort to them?

A.

Our dental consultants tell me that when decayed or broken tooth structure is to be replaced, it is usually done with a filling, i.e., the replacement material is locked internally into the remaining sound tooth. Sometimes, when there is not enough sound tooth structure remaining to obtain a lock, or where the appearance of the repacement material is not esthetically pleasing, the entire surface of the tooth is covered. This is called a crown. It is retained in place by friction with the tooth structure, with cement filling the space between the tooth and the crown.

Q.

EAST AFRICA

I just received a catalogue from a reliable mail-order house that listed two portable water purifiers. These products sound stupendous from our point of view here in East Africa, where one has to spend hours boiling water for drinking, brushing teeth and making ice cubes. One ad says that the water filter using activated charcoal is used by 21 embassies throughout the world. Why don't you and the Foreign Buildings Office publicize the fact that simple water purifiers are cheaply available?

A.

I presume you're referring to ads that guarantee safe, spring-fresh, good-tasting, crystal-clear drinking water within minutes. Well, don't count on it. The activated charcoal in these units can improve the taste and appearance of the water, but they do not ensure it's safe. If you read the fine print you'll notice that the advertisements refer to removing bacteria, parasites and all sorts of sordid bugs. The key here is that the ads do *not* make reference to removing dangerous viruses and cysts from the water, such as the hepatitis virus or cysts that cause amoebiasis or giardiasis. To date I know of no simple, expedient point-of-use water purifying device being advertised that renders water potable and free of harmful bacteria, viruses and cysts. When we find such a useful device we will indeed inform all of our posts worldwide! In the interim, I suggest you avoid such devices and continue to boil your water for 10 minutes. That way you'll be sure bacteria, viruses, and cysts are rendered harmless.

Q.

EUROPE

My blood pressure is perfect now that my doctors have discovered the exact drugs and doses that work for me. One of the drugs I need is a combination of two blood pressure medications in one pill which I cannot buy locally and which is not stocked in our embassy health unit. I came here with a six-month supply, but want to reorder before I'm down to my last pill. How can I quickly obtain this drug from the United States?

A.

Have an American physician write and sign a prescription, and mail it to one of several pharmacies in the District of Columbia area that specialize in filling, mailing and billing overseas customers. It isn't necessary for the doctor to have a D.C. license, but it is essential that the prescription be signed by an American doctor. If one is not assigned to your post, your health unit nurse can assist you in obtaining a prescription signed by your regional medical officer. Mail the prescription directly to the pharmacy with a proper mailing address (pouch or APO), and with credit card numbers or other billing instructions.

Q.

EASTERN EUROPE

My wife was evacuated to a military hospital in Germany for an emergency operation. I had to pay $35 to get the paperwork moving in order to pay her hospitalization. The bulk of the bills were paid by my health insurance policy. The embassy paid the remainder of the bills. Can the embassy now reimburse me for the deposit I paid?

A.

Good news: with implementation of the new Foreign Service Act on February 15, a $35 deductible is no longer required when Foreign Service dependents are hospitalized. But back to your question: you could have taken the $35 from the insurance reimbursement before you signed your check over to the embassy. But since you apparently did not, you are, yes, entitled to the return of your deposit from the embassy. See your budget and fiscal officer, and the procedure will be explained to you.

Q. LATIN AMERICA

At many posts, obtaining blood on an emergency basis is a serious problem. Yet many people don't know their blood types. Why couldn't this information be placed on the medical clearance form, or by some other means be made known to the employee and/or post?

A.

Determination of blood type and Rh factor is now routinely done at the time physical exams are done here in the Department. When examinees receive their test results, they're given wallet-sized card which clearly state their blood type and Rh factor. In addition, health card abstracts are issued to people with limited medical clearances. On these summaries, the blood type and Rh factor is identified, as well as existing medical conditions, significant medical history, and medications routinely taken. Personnel assigned abroad who've had their physicals at locations other than here in the Department, and who don't know their blood type, may have the simple blood test done during home leave. If you're in the Office of Medical Services here, see a medical clearances staff member, and he or she will give you the necessary laboratory requisition so you can have the test done quickly, any morning. At overseas posts a walking "blood bank" file of available donors with known blood types is very useful in the event of an emergency.

I encourage everyone to participate in blood donor programs, and to register their blood types and Rh factors with medical/health unit staffs at their posts. □

Dr. Korcak's Health Hints

Diarrhea and dehydration in children

Diarrhea is not in itself a disease, but it can be a symptom of diseases. Its effects are usually more serious for children. A dangerous result of diarrhea is a condition called *dehydration,* which is an excessive loss of body liquids and salts. Prompt treatment can often keep dehydration from occuring. We can tell it is occuring when we see any of these signs in a child:

- Passes little or no urine, or passes dark yellow highly-concentrated urine.
- Has a dry mouth and/or great thirst.
- Shows a sudden weight loss.
- Eyes look sunken back into his/her head.
- The "soft spot" on the baby's head sags inward.
- The skin loses its elasticity, when it is pinched and then released, it doesn't immediately fall back into place.

It's important not to wait until signs of dehydration appear before beginning oral rehydration treatment. The treatment should start at the first signs of diarrhea. There are some other signs which can mean that the child with diarrhea is very, very sick indeed. If they are noticed, medical attention should be obtained *immediately.*

There could be trouble if:

- The young child vomits everything he drinks.
- The young child will not or cannot drink.
- Diarrhea continues longer than one day.
- There is more diarrhea than can be replaced by liquids.
- The child has chills or fever.
- The infant does not urinate for about six hours.

If any of these signs are present, the child must receive medical care urgently. It's critically important that the child drink liquids to replace those lost through diarrhea. In addition, other medical regimes may be intravenous fluids when necessary, and eventually nutritious, solid foods such as bananas, rice and well-cooked grains.

Like all living things, our bodies need certain amounts of fluids to thrive. A child with diarrhea is like a plant without water—the liquids must be quickly replaced. □

JAKARTA, Indonesia—Dr. *Frank Hart,* regional medical officer and *Paula Hart,* nurse practioner, receive Meritorious Honor Awards from Ambassador *Edward E. Masters* for their performance while assigned to the embassy in Jidda, Saudi Arabia.

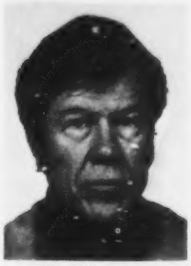
The emotion of grief in Foreign Service families

'But what of the diplomat's children?'

BY DR. PAUL F. EGGERTSEN

The author is the State Department's regional psychiatrist, based in Vienna.

GRIEF IS NOT simply an occasional task that is forced upon us at a time of important loss, death, final parting, irreparable injury or illness. Intense feelings grip our attention at these times, but the process of greiving goes on daily and hourly in subdued and less noticeable form. Grief is as normal and natural as breathing, sleeping or remembering—and as constant.


Dr. Eggertsen

The dramatic and highly visible forms of grief and mourning obscure the everyday variety whereby we undertake to set yesterday behind us and experience today. We cannot afford to be burdened by all our yesterdays. The emotional price of unburdening ourselves and getting on with our lives is to experience regret, yearning, contrition, relief, sadness over half-measures, and guilt. When we shirk this emotional "work" we lose resilience, and limit our ability to meet the demands and enjoy the offerings of the new day.

People differ in their skill at this "work." Some let go of their yesterdays rapidly and efficiently, but we all know of some who cannot let go of past losses or successes and who drag their burdens into today and tomorrow. The "high school hero" and the "tragic lover" are instances of those who cannot let go of the past. They are examples of people who have not learned to grieve. Sad it is to say of someone: "He never got over ..."

Almost anything can be, and probably almost everything is, grieved. Released prisoners miss the safety, familiarity and predictability of the prison. Deathcamp survivors, amid the joy and surprise of escape, discover nostalgias almost impossible to rationally apprehend. Old soldiers meet and come alive at chances to relive times that in the actual living must have been all but unbearable.

The task of mourning has an ubiquitous and "everyday" quality. The ability to grieve is a skill, a hard-won skill, that requires favorable circumstances for development. To grieve well is, in my mind, the most important single bit of evidence of maturity and healthy adulthood. But efficient grieving is learned slowly, even in favorable human environments.

Children facing a loss are often limited by their as yet underdeveloped grieving skills. For instance, the earlier a parent is lost the more terrible (grievous) is the damage. Children do not have the capacity to "let go" of a lost parent, not only because the parent is so important in the world of the child, but also because the emotional and psychological "structure" to do so has not yet been developed. Until some given stage of maturity is reached, a severe loss may be so unendurable as to be unrecognized, let alone contemplated, accepted and repaired. If a major loss remains unrepaired, the ability to process even the little losses may be impaired (i.e., the child may not be able to endure the loss of a pencil or his socks).

One of the most fortunate capacities a person may have is, indeed, the ability to grieve intensely—the ability to sob and weep, the luck to have heartache, the good fortune to be able to experience the chaos and the craziness of arbitrary and irretrievable changes resulting from loss.

We may all, even the sturdiest among us, gradually and inevitably fall behind in our "grief-work" and slowly accrue burdens that slow and limit us. For instance, missed opportunities are losses as surely as is death, and must be grieved through similar, if less apparent, experience. A few fortunates may happen to exist within familiar and predictable circumstances, and some may put up a better resistance to loss than others, but none of us are free from the need to repair loss.

There are those like diplomats and soldiers who live in a way guaranteed to place the greatest strain upon their grieving abilities. In moving often, changing friends often, traveling lightly, living in alien cultures, these brave, naive or foolish souls place themselves at considerable emotional risk. They may recover from the jet lag in a few days, but the "culture" lag takes about a year. And they barely grieve their way to full function when, once again, off they go.

If this itinerant, this diplomat, happens to be a very efficient griever, he may adjust more quickly and soon immerse himself in the new experience. If, like most of us, grief is a problematical and difficult matter, he may never really get into the swing of the new culture. He may spend most of his time in his own home or compound, or with his own small group of countrymen. If he is experienced, he may have learned not to travel lightly and to carry many familiar things with him. Along with this adjustment "trick," he may arrange to visit "home" more often. He may develop an ideal "home base" in Shangri-La or Oregon which he fondly contemplates, whether or not he has actually been there. Not having lived in this retreat, he does not have to face giving it up. He can maintain the fantasy until he retires and tests it.

But what of the diplomat's children? They do not have a developed skill at grief-work. They fall behind quickly in this necessary effort and may never obtain the proper skill. Developmentally inadequate to deal with the sheer volume of change and loss, even without personal catastrophe, they may not master the art of loss-repair through mourning. In a larger family, given longer tenures and timely good luck with compatible friends, they may do well. However, with frequent changes, small communities and alien cultures, they face less favorable odds in mastering the skills of grief than those in stable familial and cultural situations.

In a touching effort to reduce sensed isolation, alienness, and possibly even abandonment, the diplomat's child often becomes a super-patriot. He clings to his language, music and clothes, and forms tightly-knit national social groups. The idiosyncracies and biases of national origin and culture are often exaggerated, and the host culture derided. (This complex phenomenon relates only in part to the avoidance of grief-work, but does support the denial of loss and separation.) It is awkward for diplomats, in the habit of attenuating and softening their prejudices, to deal with their outspokenly biased offspring. That the children are using bias to reassure themselves of national identity, and will eventually "come around" when the identity is safer and firmer, is difficult for parents to take into account in the heated moments of disagreement.

The application of this knowledge to everyday life offers few surprises. Fortunately, sheer awareness can often make up quite adequately for less-than-ideal circumstances. So it is with grief: it helps to know it is inevitable, that it is healthy and necessary, that it is freeing, and that it is self-limited. It helps to know that the more genuine and intense it is, the shorter it will be; that it is the process of reconciliation to change. It helps to know that grief is the mental and emotional preparation for the enjoyment and facilitation of novelty and adventure.

The diplomat with children can apply this knowledge about grief-work by acknowledging his own personal experience, and by his willingness to express pain, sadness and anguish openly to the child. This allows the child to learn to comfort himself by comforting the parent. Denying the experience to oneself, or denying the child the occasion to see the process of grief, deprives the child of the opportunity to master a basic ability to mourn and heal. ☐

Alcohol Awareness Program

What an FSO-4 did about his drinking problem

The following was written by an FSO-4 whose drinking problem caused him to contemplate suicide.

This article is addressed to the alcoholics in the Foreign Service, and to their dependents and friends at overseas posts. The alcoholics may not admit that this article applies to them, but their families and friends should easily recognize that it may. If you have read this far, and are thinking that alcoholism is not a part of your life, consider that without a more open approach to the awareness of this very serious problem, you stand a pretty good chance of losing your life or causing someone else to lose theirs.

Consider also that approximately 6% of the Foreign Service personnel serving abroad are alcoholics—a large number who stand to lose from an alcoholic action or decision on their part. Aside from the physical and psychological abuse an alcoholic inflicts on his or her own person (loss of self-respect, poor decisions, lost time, divorces, security problems, financial troubles, loss of health) an equal amount is inflicted directly upon other persons around the alcoholic.

You can lose your career as the result of alcoholism, but to do so you are going to have to refuse the helping hand that is extended to you. If you choose to refuse, it may well mean the loss of what little you have left in your life, as well as your life itself. Alcoholism is a disease. The important thing is that it is treatable and you can get help—lots of it.

Eleven years ago, I entered the Foreign Service directly from college. Since that time, I have served in five posts and had one tour in the Department. Currently, I am serving in an embassy in Latin America. I have my family, my friends, my self-respect, my medical and security clearances, and I can live without embarrassment or shame. I know this, because I'm an alcoholic.

Alcoholics who admit that they have this disease usually, with some thought, can quite accurately identify when they crossed the line. In my case, I crossed it about eight years ago, during my second overseas tour. At that time, my job in a consulate caused a lot of tension. Whether this tension was real or imagined made no difference. I believed I was under stress, and I drank to eliminate it. Gradually, I drank more. My tolerance to alcohol increased. In time, I would not stop when others did; I drank before the party, I drank after the party. I had more than one drink with lunch. Then I skipped lunch altogether.

This type of drinking brought on, within two to three years, a loss of control. It introduced me to the crucial phase of this disease. You who are alcoholics either cannot or will not recognize some of the symptoms which I describe. But those around you—your family, friends and colleagues in the Service—will be able to recognize some of them in your habits, and will be able to assist you in obtaining help.

Loss of control, in my case, caused some rather severe personality changes. At times my behavior was aggressive; I became moody, subject to quick changes. Frequent work and family problems would arise which, in the past, hadn't occurred. I began to lose interest in personal appearance, exercise and proper diet. I became remorseful and felt guilty about drinking. Yet every effort I made to stop met with failure. Memory lapses after drinking caused more guilt feelings, heightened tension, nervousness, and quite naturally, more drinking.

During the last five years, life became most difficult for me. I blamed my bosses, employees under my supervision, the Department (the ever-popular "they" in Washington), relatives, old friends, new friends, even inanimate objects, as being the primary causes of my drinking.

I did not admit to myself that I had a drinking problem.

But during the past year, I finally, and completely, reconciled myself to my fate. I admitted, but only to myself, that I was an alcoholic, but I hadn't quite decided what to do about it. I had difficulty in making a choice between death brought on by the gradual cellular destruction of my body and mind, or death by suicide. Most active alcoholics must face this choice, but some do not get the opportunity, since they often die in alcohol-related accidents in the home or on the highways.

In my case, the choice came to me after about eight hours of continuous drinking. I decided that I just couldn't get up the nerve to kill myself but, since I was an extremely proud and arrogant person, I thought the least I could do was fight the world all the way to the end. Since I believed the world and all the people in it were the cause of my drinking, then I'd be damn sure a pound of flesh was extracted from them. "Them" being my family, employer, friends, and enemies, and all those who had come to know me. This decision came, as I said, after a long drinking session in my favorite bar, and was a typical product of an alcoholic mind.

About eight months ago, my wife found me one night sitting in the living room. I was half-dressed, quite drunk, mumbling to myself. Tears flowed down my face. I carefully explained to my wife that, though I had once been a rather self-respecting soul, I now was at the end of my rope and that the best thing she and the children could do was to leave me alone, because I had decided to stop talking to anyone. Furthermore, I said, it was highly doubtful that I would ever speak to anyone again. I then went to bed and passed out.

The following morning I fervently promised to see the regional medical officer and admit to him that I had a problem with my drinking. As do all alcoholics, I made this decision with honesty and good intention, but did not follow through. I just couldn't admit to being a failure, to not being able to control my drinking. It was a promise made at least 20 times but never kept. Instead, I walked into the embassy and went to my office. I was sober, but even at 8:30 my body needed a drink.

When a person reaches this state, he cannot make an intelligent decision about his life. So what I couldn't bring myself to do, was done for me. My wife spoke to the medical officer and, a few minutes later, he was in my office. I admitted my problem and was presented the alternative of either accepting help or letting alcohol continue to control me, with the ultimate loss of family, career and life. I said I would do whatever he thought was necessary and, in so doing, accepted the help that was offered to me through the Department. I was asked to inform the deputy chief of mission.

I did so. I informed him I would be leaving the mission as a "medevac" patient the following day. When I left, my wife and family remained behind. As in all such cases, the cause of my departure was held in strict medical confidence. No one at post was informed of the reason.

It has been six months now since I left and reported to the Medical Division in the Department; it also has been six months since I took a drink. If you would ask any active alcoholic if this was possible, he would deny it. But it has happened to me, and I know that it has and is happening to others. As an example, a good friend of mine in the Service also admitted that he had a problem, left his post, returned in a month, and is now back on the job.

For nearly all of the people in this situation, there is but one obstacle to overcome—admitting that you are an alcoholic. The term alcoholic or alcoholism turns most people off, and it makes little difference if you are the alcoholic or related to one. Do not let the word and what it means to you stop you from getting help or helping someone else. First, it is just a word. Second, it refers to a condition that is treatable. And third, the connotations you put on it are most likely in error.

My time in the United States divided itself between a couple of hours in the Department and four weeks in a full-time program of alcoholic rehabilitation in a private facility. Several facilities of this type are available in the States, and the Department utilizes the services of more than one. The particular one which I went to was, like most, a retreat—with the environment of a vacation spot. Set in some 80 acres of beaituful rolling woodlands and meadows, the facility offered the tranquil change of pace necessary for rehabilitation. I lived in a double room and shared the facility with some 35 others who were doctors, attorneys, pilots, businessmen, housewives, college students, farmers and Government employees—including colleagues in the Foreign Service.

The fact that I no longer drink is to me a monumental achievement. Moreover, I am now mentally equipped to continue my sobriety, with the knowledge that I have arrested the disease and I can face the realities of life and the pressures of everyday living without reliance on the spirits of John Barleycorn. Alcoholism is, among many other things, an equal opportunity disease. It affects 1 of every 10 persons who drink. The incidence of alcoholism is really no higher or lower in the Foreign Service than in any of the occupations of the people I was with in rehabilitation. We are not unique, only human.

You do not know who I am. I may be your supervisor, your subordinate, your colleague, or just a friend in the Foreign Service. Nonetheless, I would welcome the opportunity to talk to or correspond with you or any Foreign Service employee or dependent about alcoholism, and the program which is available to all of us. If you would like to do this, please call the administrator of the Alcohol Awareness Program, (202) 632-1843/632-8804, or write to him at M/MED/AAP, Department of State. He will forward your request to me. I only ask that you respect my anonymity, as I will respect and keep yours. ■

Foreign Service Celebrations

THE WOMEN at this U.S. post in Japan, when overjoyed, are apt to swing an ax or a mallet. The men usually watch from a safe distance, and appear to be amused. The quiet macho style of celebrating, by contrast, is demonstrated by the ambassador.

TOKYO—*Leona M. Anderson*, administrative counselor, breaks open sake keg at embassy party celebrating her retirement.

TOKYO—*Yoshie Aiko*, chauffeur for nine ambassadors, has retired after almost 34 years of U.S. Government service. Ambassador *Mike Mansfield* invites him to see what it's like on the other side of the big oak desk. ■

TOKYO—Administrative counselor *Leona M. Anderson* puts the ax to old machine as everyone celebrates the acquisition of new communications equipment for the embassy. From left: deputy of mission *William C. Sherman* with communications employees *Stanley Baranowski, Marvin Konopik, Jules Bacha, Noel Petrin, George Little, William Tindall, Glen Wilhelm, Ken Parton, Johnny Johnson*.

Education and Training

Schedule of courses at Foreign Service Institute

Program	Apr.	May	June	Length of course
Administrative training				
Administrative CORE	6,27	25	15	3 weeks
General Services Operations	27	18	15	3 weeks
Personnel Laboratory	27	18	15	2 weeks
Budget and Financial Management	27	18	15	6 weeks
Coping with Violence Abroad (formerly Seminar on Terrorism)	20	4,11 18	1,8 22,29	2 days
Consular training				
ConGen Rosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Consular Employees Professional Seminar	—	11	—	2 weeks
Equal employment opportunity				
Executive EEO Seminar	28	—	—	1 day
Executive development				
Executive Performance Seminar	26	—	—	5 days
Supervisory Studies Seminar	12	—	7	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	6	—	29	2 weeks
Intelligence and Foreign Policy	—	—	1	1 week
Techniques of Negotiations	—	11	—	8 days
Executive-Congressional Relations	27	—	—	1 week
Analytic Reporting Skills	20	—	—	2 weeks
Orientation				
Foreign Service Secretarial Orientation	6	—	1	5 days
Departmental Clerical Orientation	13	11	8	5 days
Departmental Officer Orientation	—	12	—	2 days
Foreign Service Orientation	—	11	—	1 week
Foreign service officer orientation	29	—	24	6½ weeks
Secretarial skills				
Management Skills for Secretaries	20	—	22	2 days
Clerical training				
Beginning Stenography	—	5	—	9 weeks
Intermediate Stenography	—	5	—	9 weeks
Advanced Stenography	—	4	—	10 weeks
Beginning Typewriting	—	5	—	9 weeks
Intermediate Typewriting	—	11	—	4 weeks
Workshop in the Preparation of Travel Vouchers	As applicants warrant			4 hours
Communication skills				
Elementary English Skills	—	12	—	6 weeks
English and Communications Skills	—	19	—	10 weeks
Reading and Development Skills II	13	—	—	4 weeks
Basic Writing Skills	—	11	—	5 weeks
Speech and Oral Communications	7	—	—	10 weeks
Courses for managers				
Reading Development I	13	—	—	4 weeks
Effective Writing in International Affairs	—	4	—	6 days
Effective Oral Communication for Managers	—	12	—	4 days
Effective Writing for Managers	6	—	—	4 weeks

—*(Continued on next page)*

Course offered in speech, oral communications

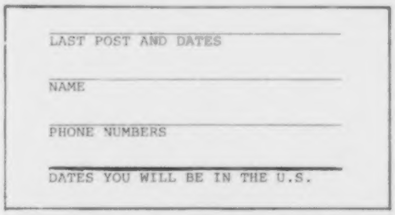
A course on speech and oral communications will be offered by the Foreign Service Institute on Tuesdays and Thursdays, 9-11:30 a.m., during April and May, in Room 5705, SA-15, Plaza East. The course is for clerical employees whose career advancement might be impeded by their manner of speaking. It is intended to increase correct English usage through establishing patterns of oral responses.

Class size is limited to 15, first-come, first-served. For information, contact the Office of the Registrar, 235-8765; the Communications and Clerical Skills Division, 235-9402; or your bureau training officer. □

Department of Do Unto Others. . .

The Overseas Briefing Center in the Foreign Service Institute is maintaining a file of individuals and families willing to help others who are preparing to serve abroad. If you are going to be in the United States and are willing to answer questions about your post, call or write the center.

The receptionist in the Foreign Service Lounge and personnel technicians have index cards such as those pictured here, that you may fill out and send to the center, Room 400, SA-3; or you may phone (703) 235-8784. If you are overseas now and wish to inform the center that you will be returning, send the phone numbers, including area codes, where you may be reached in the United States. "You need not be coming to Washington," says Fanchon Silberstein at the center. "Recent returnees are among the most important sources of help to those preparing to leave. Please let us hear from you." □



LAST POST AND DATES

NAME

PHONE NUMBERS

DATES YOU WILL BE IN THE U.S.

Analytic reporting

The Foreign Service Institute will offer a 10-day course entitled "Analytic Reporting Skills," April 20-May 1, June 15-26, August 10-21 and October 4-16, at the institute (SA-3) in Rosslyn. The workshop is intended for officers of Classes 2 through 6; GS-15 through 9; and FSS-1 through 4. It will explore techniques of political and economic analysis and their applicability in the Foreign Service context. □

Solution to Diplo-crostic puzzle No. 8

(See February issue)

Don Marquis.
archy and mehitabel

"boss the cockroaches are not the only insects that are demanding more consideration a mosquito remarked to me only this morning there is darned little justice in this world the way human beings run it seldom to I meet a person who will hold still long enough for me to get a meal"

A. Diomedes
B. Orthodontist
C. Northwest Territory
D. Molucca
E. Adjoin
F. REM
G. Qantas Airlines
H. Umnak
I. Igloo
J. Seychelles
K. Attu
L. Rime
M. Celebes
N. Honshu
O. Yosemite
P. Aphorism
Q. Newfoundland
R. Dhow
S. Method
T. Egg and Dart
U. Hong Kong
V. Illicit Relations
W. Tomorrow Night
X. Ascension
Y. Bethlehem
Z. Easter
a. Little Men

--(Continued from preceding page)

Program	*Apr.*	*May*	*June*	*Length of course*
Overseas Briefing Center				
Workshop for Foreign Service Families	—	4	1	2 weeks
Going Overseas	4,22	2,20	6,17	1 day
Community Skills	6	—	—	4 days
English Teaching Seminar	—	18	—	1 week

Area studies and language training

Area studies				
Africa, Sub-Sahara	20	—	15	2 weeks
Western Europe	20	—	15	2 weeks
East Asia	—	18	15	2 weeks
Eastern Europe and USSR	—	18	15	2 weeks
Latin America	20	—	15	2 weeks
Near East and North Africa	20	—	15	2 weeks
South Asia	20	—	15	2 weeks
Southeast Asia	20	18	15	2 weeks
Language and advanced area courses				
French	6	4	1,29	20 weeks
German	6	—	1	20 weeks
Italian	6	—	1	20 weeks
Portuguese	6	—	1	20 weeks
Spanish	6	4	1,29	20 weeks
Short language and cultural familiarization programs (fast) courses				
Arabic	—	—	15	6 weeks
Chinese	—	11	—	6 weeks
French (Metrop.)	27	—	1	10 weeks[1]
French (Sub-Sah.)	27	—	1	10 weeks[1]
German	27	—	—	10 weeks
Indonesian/Malay	—	—	15	6 weeks
Italian	27	—	—	10 weeks
Japanese	27	—	—	6 weeks
Portuguese (L.A.)	27	—	—	10 weeks
Portuguese (Eur.)	27	—	—	10 weeks
Russian	—	25	—	6 weeks
Serbo-Croatian	27	—	15	6 weeks
Spanish (L.A.)	27	—	1	10 weeks[1]
Spanish (Eur.)	27	—	1	10 weeks[1]
Thai	27	—	—	6 weeks

[1] Week of July 27 has no scheduled classes for short courses in French and Spanish. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. □

Seminar on Congress

The Foreign Service Institute School of Professional Studies will conduct a five-day seminar on executive-congressional relations, April 27-May 1, 8 a.m.-4 p.m., on Capitol Hill.

The seminar will examine the interrelationship between Congress and executive branch in the area of foreign affairs; the role of the legislative branch; the role of lobbyists and media in making foreign policy, and other topics. Speakers will include members of Congress, staff aides, journalists, executive branch leaders, and academicians. Officers of Classes 2 through 6; GS-15 through 9; and FSS-1 through 4 are eligible. □

Spouse re-entry workshop

The Overseas Briefing Center is offering a half-day program on March 30, 9:15 a.m.-1:00 p.m., for spouses of foreign affairs employees who are reentering the United States after one or more tours abroad. The session is in conjunction with the Career Counseling Workshop, March 31-April 3, and the Community Skills Workshop, April 6-9. These workshops are designed to provide information on a variety of matters relating to the reentry process, as well as community mental health. For information, contact the center, 235-8784, Room 400, 1400 Key Boulevard, Rosslyn, Va. 22209. □

Overseas schools council meets

Members of the Overseas Schools Advisory Council and others concerned with the schools held their annual meeting recently in the Department. Those present are shown in the accompanying photograph. Left to right: *G. B. McCullough,* vice president, employee relations, Exxon Corp.; *John Collins,* manager, Export Regulation Office, IBM World Trade Corp.; *William F. Haws,* director, employee relations, Caterpillar Tractor Co.; *L. L. Youngblood Jr.,* executive assistant, International Division, Mobil Oil Corp.; *Donald G. DeWitt,* director of personnel and overseas employee relations, International Department, E. I. Du Pont de Nemours & Co.; *James G. Sheffield,* director, international relations, Goodyear International Corp.; *William P. Gormbley Jr.,* officer-in-charge, personnel services, Ford Foundation; *Eugene R. Lopez,* vice president, Pfizer International, Inc.—acting chairman; *E. C. Axtmann,* director of new headquarters for planning, policy and personnel, Union Carbide Corp.; *William P. MacKinnon,* general director of worldwide personnel administration, General Motors Corp.; *Thomas Tracy,* assistant secretary, Department of State; *Peter J. Sherry,* vice president, personnel and organization, Ford Motor Co.; *Nessa P. Loewenthal,* dependent counselor, Bechtel Power Corp.; Under Secretary *Ben Read*; *William L. Smith,* administrator of education for overseas dependents, Department of Education; *T. Todd Reboul,* chairman, Educational Aid Committee, RCA Corp.; *Charles D. Lothridge,* manager, international development and training programs, General Electric Co.; *Robert H. Anderson,* dean and professor, College of Education, Texas Tech University; *George E. Moore,* director, Education Department, Westinghouse Electric Corp.; *Terrance McMahon,* acting controller, AID.

Members not shown are: Marvin Braverman, attorney, chairman; Billy C. Christensen, vice president and general manager, IBM World Trade Corp.; John R. Meekin, vice president, Chase Manhattan Bank; Fuad A. Nassab, director of international personnel, Raytheon Co.; Alice S. Ilchman, associate director, ICA; Samuel F. Pryor, Pan American World Airways; and Ernest N. Mannino, director, Office of Overseas Schools, Department of State. Not shown, but attending the meeting, was Mildred Marcy, senior adviser for educational and cultural affairs, ICA. □

Basic office skills to be taught

The Foreign Service Institute will offer a course on basic office skills and techniques on Mondays and Wednesdays, 10:30 a.m.-12:30 p.m., during March and April, in Room 5703, SA-15, Plaza East.

The course is open to all clerical employees in Grades GS-3 through 5, or for those in clerk-typist positions with little or no experience in managing an office. It is designed for those who demonstrate aptitude and interest in developing office management skills. Admission requires approval of your supervisor, and a recommendation from him or her and your training officer.

For information, contact the Office of the Registrar, 235-8765; the Communications and Clerical Skills Division, 235-9402; or your bureau training officer. □

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

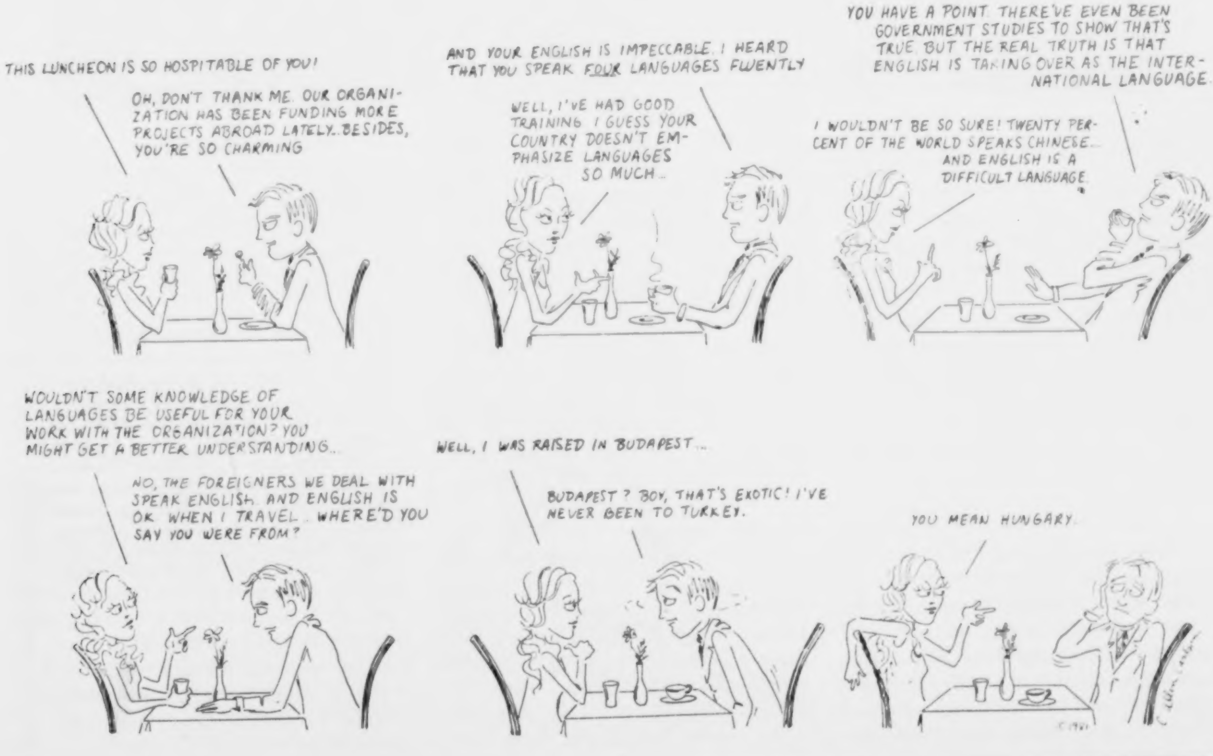
—Daily newspaper. (back issues on microfilm)

Credit union scholarship

Applications for the State Department Federal Credit Union's fifth annual scholarship are now available from the credit union and from its liaisons around the world. A $2,000 grant is awarded each year to children of credit union members. Students must have completed the freshman year at a recognized institution of higher learning, have achieved academic proficiency, and be in need of financial assistance to complete their educations. The completed application, along with a recent copy of student's grades, must be received by the credit union no later than May 29. Domestic members may request an application by calling tollfree, (800)336-4704, from the continental United Stated, Puerto Rico and the Virgin Islands. In Washington, call 558-8000. □

Fine Arts Committee

The Fine Arts Committee of the Department was to meet March 14 at 10 a.m. in the John Quincy Adams State Drawing Room. The agenda included a summary of the work of the Fine Arts Office since the last meeting in 1980. ■


THIS LUNCHEON IS SO HOSPITABLE OF YOU!
OH, DON'T THANK ME. OUR ORGANIZATION HAS BEEN FUNDING MORE PROJECTS ABROAD LATELY...BESIDES, YOU'RE SO CHARMING
AND YOUR ENGLISH IS IMPECCABLE. I HEARD THAT YOU SPEAK FOUR LANGUAGES FLUENTLY
WELL, I'VE HAD GOOD TRAINING. I GUESS YOUR COUNTRY DOESN'T EMPHASIZE LANGUAGES SO MUCH...
YOU HAVE A POINT. THERE'VE EVEN BEEN GOVERNMENT STUDIES TO SHOW THAT'S TRUE. BUT THE REAL TRUTH IS THAT ENGLISH IS TAKING OVER AS THE INTERNATIONAL LANGUAGE.
I WOULDN'T BE SO SURE! TWENTY PERCENT OF THE WORLD SPEAKS CHINESE... AND ENGLISH IS A DIFFICULT LANGUAGE.
WOULDN'T SOME KNOWLEDGE OF LANGUAGES BE USEFUL FOR YOUR WORK WITH THE ORGANIZATION? YOU MIGHT GET A BETTER UNDERSTANDING...
NO, THE FOREIGNERS WE DEAL WITH SPEAK ENGLISH. AND ENGLISH IS OK WHEN I TRAVEL. WHERE'D YOU SAY YOU WERE FROM?
WELL, I WAS RAISED IN BUDAPEST...
BUDAPEST? BOY, THAT'S EXOTIC! I'VE NEVER BEEN TO TURKEY.
YOU MEAN HUNGARY.
© 1981

TEL AVIV—The visa unit staff, including seasonal employees, and their language capabilities (from left, seated): *Esther Levy* (French, Arabic, Ladino); *Leon Weintraub* (Hebrew, Spanish); *Clarisse Tiano* (French, Spanish, Arabic). From left, standing: *Geraldeen Sweeney* (Hebrew); *Dorit Bar-Am; Laura Grahame; Suzy Gang; Ken Foster; Lillian Haim* (Persian, Arabic, French, Afghani); *Sharon Hurley* (French, Spanish, German); *Betty Weiner* (Yiddish); *Rose Cook* (Hebrew, Polish); *Marcelle Rodriguez* (French, Arabic); *Ruth Vig* (Hungarian, German); *Michael Hoffman* (German, Polish, Yiddish, Russian, Arabic); *Viviane Cassouto* (French, Arabic); *Irene Staszwski* (Russian, Polish, German, French); *Patti Post.* Not pictured: Minna Casper (Afrikaans); Tamara Elisah (Arabic); Carolyn Bargeron (Spanish); Paulette Bellehsen (French, Arabic); Reuben Jedda'a (Arabic); Effie Hitchcock (French). *(Photo by Matty Stern, ICA)*

But what about Esperanto?

TEL AVIV—How would you like to be assigned to a country where you could *really* use the languages you learned in college and at the Foreign Service Institute? Well, then, Israel is for you. You would find yourself, on entering the visa unit at the U.S. embassy here, in a modern Tower of Babel. As you worked with the visa applicants, one after another, you would in time hear a goodly number of the languages spoken by mankind.

The Foreign Service officers and Foreign Service nationals working here are, for the most part, able to cope with the profusion of tongues. Visa applicants only rarely need to bring along someone to help them through an interview with the staff. But the staff members do share a certain trepidation that must be unique to this post. They wonder which language the next visa applicant will speak. Will the next case be that of a Sabra (a native Israeli) speaking good Hebrew? Will it be that of a recent arrival from the Soviet Union speaking a Slavic tongue—or perhaps Yiddish, which is Germanic? Perhaps it will be that of a Jew from western Europe who speaks French, or from another country in the Middle East, with Arabic being his first language. Or it might be that of a recent arrival from Iran who speaks only Farsi.

No problem. The visa unit generally, takes it all in stride, according to Leon Weintraub, staff assistant to Ambassador Samuel Lewis. He says that the language needs and capabilities in the visa unit reflect the microcosm that is contemporary Israel. This post, he adds, drives home the need for language skills. No matter what your foreign language capability is, Mr. Weintraub suggests that a tour in the visa unit here will give you a chance to use it. ■

American Diplomacy 1781

The pledge of ultimate defeat

MARCH 1781

BY JAN K. HERMAN

IT IS A MONTH of confusion and diplomatic intrigue. On the 9th, the French foreign minister begins to implement his plan to end the war at the expense of his American allies. He writes a set of explicit instructions to Luzerne, France's minister in Philadelphia, relating the Austro-Russian mediation proposal. Luzerne is to convince Congress to enter the negotiations. Vergennes foresees John Adams' opposition to the plan. Since time is of the essence and Congress would be unable to recall Adams on short notice, that body, in further instructions, would subordinate the American diplomat to the advice and control of the king's advisers and "be directed by [Vergennes] or the person who shall be in charge of the negotiations." If events in Europe moved too rapidly and before Congress could reply, then Vergennes would act in America's behalf without Congress' permission. "A refusal to do so might bring on disastrous and incalculable results."

Deceit, differences of opinion, and perhaps a degree of poor communication coexist in the French government. Even as Vergennes plots, King Louis sends a message to Congress expressing his pain at the state of the new nation's finances.

"...We have determined to assist you as far as our wants and the extraordinary and enormous expenses of the present war, in which we are engaged for your defence, will permit."

Benjamin Franklin, now 75, is ready to call it quits for several reasons, not the least of which is his poor health. Chronic gout has sapped his strength and heretofore indomitable spirit. Moreover, he resents the appointment of John Laurens as special envoy. It may be as much disillusionment as his painful malady that prompts his letter to Congress on the 12th. In it, he updates his efforts to procure additional loans from the French. Vergennes, he reports, was unable to procure the necessary 25 million livres required "...but that, to give the States a signal proof of his friendship, his majesty had resolved to grant them the sum of six millions, not as a loan, but as a free gift."

He then tenders his resignation. "I find...that the business is too heavy for me and too confining. The constant attendance at home, which is necessary for receiving and accepting your bills of exchange (a matter foreign to my ministerial functions), to answer letters and perform other parts of my employment, prevents my taking the air and exercise..." His present health precluding a sea voyage home, he begs Congress to allow him to remain in France until the peace, and "perhaps it may be for the remainder of my life..."

Back home in the Carolinas, the British are outsoldiered and on the defensive, their supplies almost exhausted. By all accounts, General Greene's men are proud of themselves and their leader. On the 6th, Tarleton barely manages to escape a trap set for him by a force of Continental light infantry and riflemen. In the darkness, the British cavalry leader almost destroys a party of his own men. An American sergeant writes that a "great number of Tories were sent to the lower regions..."

(One of a series)

Greene is conscious that his unreliable militia could melt away any day and chooses to make a decisive stand near a diminutive brick building known as Guilford Court House. He deploys his troops in the nearby clearings—one line of militia in front and a line of Virginia veterans behind. The Rhode Islander follows General Daniel Morgan's example learned at the Cowpens. "Put the militia in the center with some picked troops in their rear to shoot down the first man that runs." A third line of infantry and dragoons are to attack the British flanks.

The afternoon of the 15th, Cornwallis attacks with 2,213 of his veterans. The savage Battle of Guilford Court House seesaws for five hours. Before it is over, Cornwallis orders his grapeshot-loaded cannon fired into his own fleeing men to stem the American advance. His Lordship wins the field but his victory is a pyrrhic one with 327 killed, wounded or missing. The officer corps is decimated. As the British withdraw toward the North Carolina coast, Tarleton senses that the debacle at Guilford Court House is Conwallis' "pledge of ultimate defeat."■

Personnel: Civil Service

Promotions

GS-15

Michele E. Truitt, Office of Passport Operations.

GS-13

Christopher T. Speh, Information Systems Office, User Support Services Staff.

GS-12

Isaias Alba III, Congressional Relations; Simon L. Canady, Office of Operations, Supply and Transportation Division; Casimir L. Garczynski, Bureau of Personnel; **Margaret P. Grafeld** and **Michael S. Pasek,** Office of Operations, Foreign Affairs Information Management Division; **Harold Helisnis,** Bureau of Public Affairs, Office of Public Communications; **James M. Mitchell,** Office of Operations, Facilities Management and Administrative Services; Damon I. Kiura, Passport Office, Los Angeles.

GS-11

Velma J. Chelgren, Bureau of Personnel; **Lillian E. Frisa,** Intelligence and Research; **Dale E. Leach,** Overseas Citizens Services; **Gary Patrick Rosiecki,** Office of Refugee Programs.

GS-9

Catherine L. Allee, Consular Affairs; **Carol S. Inamasu,** Passport Office, Honolulu; **Diana Joyce Weston,** Bureau of Public Affairs, Public Programs Office; **Angela E. White,** Bureau of Personnel.

GS-7

Leah M. Anderson, Passport Office, Los Angeles; **Kimberley A. Bassler, Debra G.W. Laws** and **Russell M. Stormont,** Near Eastern and South Asian Affairs; **Vernell P. Bellamy** and **Julia S. Huvell,** Officer of Operations, Foreign Affairs Information Management; **Margery C. Benson,** Communications Center; **Mary Hart,** U.S. Mission to Organization of American States; **Lauree Synell Miller,** Passport Office, Houston; **Gary A. Onufrak,** Congressional Relations; **Ann Parnham,** Economic and Business Affairs, General Commercial Policy Division; **Joanne M. Pettaway,** East Asian and Pacific Affairs; **Carlene B. Pryor,** Office of Historian; **Clare M. Reynolds,** International Organization Affairs, International Economic Policy Staff; **Jacqueline R. Smith,** Bureau of Personnel; **Edgar Thomas Jr.,** Operations Center; **Charles Henri Thompson,** Office of Comptroller, Finance Office.

GS-6

Ethel H. Chase, African Affairs, West Africa Division; **Jacqueline H. Cooper,** Bureau of Personnel; **Marguerite N. Doscher,** Foreign Buildings Office; **Gwendolyn Dunn,** Foreign Affairs Data Processing Center; **Sharon L. Early,** Economic and Business Affairs, Planning and Economic Analysis Staff; **Alice A. Fisher,** International Organization Affairs, Office of UN Political Affairs; **Sharron Ann McGlathery,** Foreign Service Institute; **Twana M. Moroe,** Office of Operations, Foreign Affairs Information Management; **Doris Ann Musgrove,** Office of Legal Adviser for Economic and Business Affairs; **Enola P. Orr,** Passport Office, Detroit; **Caroline Wiznitzer,** Eastern European Affairs; **James R. Young,** Office of Operations, Facilities Management and Administrative Services.

GG-6

Virginia C. Russini, U.S. Mission to UN.

GS-5

Terry L. Arnold and **Rhoda M. Atkins,** Bureau of Personnel; **Lee Ann Berkenbile,** European Affairs; **Donna T. Draize,** International Organization Affairs, International Economic Policy Staff; **Ricardo L. Hermesman** and **Michael T. Johnson,** Foreign Affairs Data Processing Center; **Pamela Holton, Geraldine W. Reddock** and **Lawon Helena Sneed,** Foreign Affairs Information Management; **George C. Houston Jr.,** Communications Center; **Lawrence J. Lubin,** Office of Comptroller; **Robert W. Mattox,** Inter-American Affairs; **Eileen E. McCormick,** Press Office; **Evelyn R. Sahli,** Oceans and International Environmental and Scientific Affairs; **Lucinda Vavoudis,** Intelligence and Research.

GS-4

Debra Clark, Office of Comptroller, Finance Office; **Joanne P. Graves,** Bureau of Personnel; **Catherine M. McDermott,** Office of Security, Investigations Division; **Vonda L. Noel, Dawn M. Rolen** and **Christine A. Shoemaker,** Economic and Business Affairs; **Diane M. Sheridan,** Administrative and Clerical Pool.

GS-3

Wanta D. Gholson, Bureau of Personnel; **Vernet W. Mason,** Office of Security, Evaluations Division; **Wanda I. Soto,** Office of Operations, Supply and Transportation Division.

New appointments

Anderson, Lynn Y., Near Eastern and South Asian Affairs
Barnes, Vivian L., Visa Office
Barrett, Ann Mary, Passport Office, Washington
Bassil, Cynthia, Passport Office, Records Branch
Biegel, Joseph D., Office of Legal Adviser
Blandford, Kristin A., East Asian and Pacific Affairs
Bokow, David P., Inter-American Affairs
Bolka, Kim A., Consular Affairs, Visa Office
Bracey, Glynnis A., Bureau of Personnel
Briggs, Glossiephine, Administrative and Clerical Pool
Brown, Martha F., Administrative and Clerical Pool
Browning, Sandra, Information Systems Office, Foreign Affairs Data Processing Center
Brynn, Jane C., European Affairs
Caldwell, Victoria Burke, Office of Operations, Supply and Transportation Division
Chaffee, Suzann M., Office of Operations, Supply and Transportation Division
Chapman, Olivia, Passport Office, Washington
Childs Jr., William M., Office of Communications, Programs and Engineering Division
Clark, Shelita A., Office of Comptroller, Finance Office
Coates, Monique Marie, Refugee Programs
Collier, John L., Foreign Service Institute
Cowan, Jacquelyn D., Administrative and Clerical Pool
Cox, Stephen G., Passport Office, Washington
Cunningham, Kimdra L., Office of Comptroller, Finance Office
Cunningham, Phyllis M., Administrative and Clerical Pool
Dal Santo, Mary, Bureau of Administration
Daniel, Ernest H., Office of Comptroller, Finance Office
Daniel, Jacquelyn A., Office of Refugee Programs
Davis, Patricia L., Office of the Secretary
Dolan, Joann, Office of Legal Adviser for Educational, Cultural and Public Affairs
Dudley, Karen Teresa, Passport Office, Washington
Duggar, Janice M., Administrative and Clerical Pool
Edwards, Brenda, Passport Office, Washington
Ellis, Steve Cochran, Office of Operations, Supply and Transportation Division
Essandoh, Rachelle M., Passport Office, Washington
Evers, Stephanie D., Medical Services
Fisher, Paul W., Economic and Business Affairs
Flynn, Barbara A., Economic and Business Affairs, Food Policy Division
Forshee, Karen L., Administrative and Clerical Pool
Garner, Cynthia Ann, Office of the Secretary
Garnett, Jo Ann, Visa Office
Garrett, Berneta J., Administrative and Clerical Pool
Garrison, Keith A., Passport Office, Washington
Giacomin, Maryedna P., Foreign Service Institute
Greene, Maria Antoinette, Passport Office, Records Branch
Haney, Ceresa L., Office of the Secretary

Hebenstreit, Maria Luisa, Office of Operations, Supply and Transportation Division
Hobbs, Mark D., Administrative and Clerical Pool
Holmes, Juanita S., Administrative and Clerical Pool
Holt, Gwendolyn Reenee, Passport Office, Washington
Housley, Gloria Lynn, Office of the Secretary
Hughes, Nancy M., Office of the Secretary
Hyater, Yvette A., Administrative and Clerical Pool
Janicki, Susan E., Inter-American Affairs
Johnson, Angela D., Bureau of Personnel
Johnson, Rosie J., Office of Operations, Supply and Transportation Division
Jones, Lorenzo L., Passport Office, Washington
Keiler, Jonathan Francis, Intelligence and Research
Kitchings, Clinton, Passport Office, Records Services
Koffman, Boyd M., East Asian and Pacific Affairs
Koritko, Kathleen A., European Affairs, Northern Europe Office
Lawson, Catherine M., Administrative and Clerical Pool
Leach Jr., Carl Celster, Pouch and Courier Operations
Ledbetter, Lois Anne, Inter-American Affairs, Andean Affairs Office
Lewis, Reese A., Cuban/Haitian Task Force
Loney, Linda Jean, U.S. Mission to UN
Long, Michelle S., Administrative and Clerical Pool
Lozovina, Jo Ann, Administrative and Clerical Pool
Martin, Susan Elizabeth, Office of the Secretary
Mattson, Mary April, Office of Refugee Programs
Maull, Helane E., Inter-American Affairs
McCauley, Lillian Rugena, Passport Office, Records Services
McEachin, Jean, Passport Office, Washington
McGoldrick, Mavreen A., Administrative and Clerical Pool
McHale III, Austin, Office of Comptroller, Finance Office
McIlwain, Theresann, Administrative and Clerical Pool
Meaney, Michael J., Administrative and Clerical Pool
Mehler, Susan P., Administrative and Clerical Pool
Merkle, Melanie L., Foreign Service Institute
Miller, Cathy Denice, Passport Office, Chicago
Minneman, Jill B., Inter-American Affairs
Moose, Manon Paulette, Office of Comptroller, Finance Office
Mussehl-Robey, Debra Lee, Office of Refugee Programs
Nagelhout, Martha June, International Narcotics Matters
Nelson, Calvin Jr., Administrative and Clerical Pool
Neuhard, Jill K., Administrative and Clerical Pool
Noyon, Jennifer C., Intelligence and Research
O'Maley, Jane Marie, Office of the Secretary
Penny, Sandra M., Economic and Business Affairs, International Finance and Development Division
Peterson, Sheryl Lynn, International Narcotics Matters
Phillips, Linda H., East Asian and Pacific Affairs
Pratt, Davida C., Congressional Relations
Pretlow, Rena, Passport Office, Washington
Raicht, Eileen M., Office of the Secretary
Ramsey, Stephen D., Office of the Secretary
Ray, David William, Foreign Buildings Office
Rhames, Patsy, Passport Office, Washington
Richey, Susan A., Politico-Military Affairs
Rinehart, Sydney Marie, Passport Office, Washington
Ruffin, Delois L., Office of Operations, Supply and Transportation Division
Sandloop, Jeanine L., Administrative and Clerical Pool
Schlattman, Laura Anne, Office of Refugee Programs
Schofield, Robin Y., Administrative and Clerical Pool
Schol, Philip P., Administrative and Clerical Pool
Shepherd, Cheryl Ann, Office of the Secretary
Simpson, Teri L., Office of the Secretary
Sinnicki, Susan M., U.S. Mission to UN
Stetson, Melanie A., Inter-American Affairs
Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division
Stockton, Karen J., Passport Office, Records Services
Swanson, Rosa L., Passport Office, Records Services
Terango, Ivana, Oceans and International Environmental and Scientific Affairs
Thomas, Alana M., Administrative and Clerical Pool
Tunney, Regina E., Administrative and Clerical Pool
Veney, Cassandra R., Near Eastern and South Asian Affairs
Verkvilen, Pavia A., Administrative and Clerical Pool
Watkins, Marjorie A., Administrative and Clerical Pool
Watson, Yvonne Marie, Passport Office, Records Services
Weer, Ann N., Administrative and Clerical Pool
Wendell III, Lewis C., Administrative and Clerical Pool
White, Donna V., Administrative and Clerical Pool
Wilhelmi, Nancy L., Medical Services
Williams, Shirley Ann, Passport Office, Records Services
Winovich, John Edward, Foreign Service Institute
Winstead, June A., Administrative and Clerical Pool
Winston, Brenda A., Administrative and Clerical Pool
Wolf, William John, Office of Operations, Supply and Transportation Division

Reassignments

Allison, Carla N., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Beale, Pamela M., Administrative and Clerical Pool to Office of Security, Records Services Division
Bridges, Virginia A., Bureau of Personnel to International Organization Affairs
Bryfogle, Karen Lani, Foreign Service Institute Bureau of Public Affairs
Coe, Linda A., Intelligence and Research to Foreign Service Institute
Crockett, Karen G., Office of Security, Records Services Division to Bureau of Administration
Danser, Devon Ann, Medical Services to Bureau of Administration, Office of Overseas Schools
Hulihan, Siobhan R., Administrative and Clerical Pool to Bureau of Personnel
Long Jr., Walter Herbert, Passport Office to Foreign Buildings Office
Mangum, Trilla W., Economic and Business Affairs, Trade Agreements Division to Office of Operations, Facilities Management and Administrative Services
McDonald, Janet M., Office of the Secretary to Office of Under Secretary for Security Assistance, Science and Technology
Mitchell, Joelle Lira, Politico-Military Affairs to Oceans and International Environmental and Scientific Affairs
Pittarelli, Patricia, Consular Affairs to Bureau of Personnel
Schilling, Dawn L., Administrative and Clerical Pool to Office of Operations, Supply and Transportation Division
Vigil, Becky J.D., Administrative and Clerical Pool to Office of Chief of Protocol
Woody, Jennifer M., Administrative and Clerical Pool to Bureau of Personnel

Resignations

Alonso, Juan Candido, Cuban/Haitian Task Force
Alonso, Juan Carlos, Cuban/Haitian Task Force
Altemar, Louis Charles, Cuban/Haitian Task Force
Alvarez, Modesto, Cuban/Haitian Task Force
Aragon, Margaret G., Cuban/Haitian Task Force
Basurto, Ricardo, Cuban/Haitian Task Force
Beauvior, Marie Rose, Cuban/Haitian Task Force

Beltran, Luis, Cuban/Haitian Task Force
Boldin, Ann Michele, Cuban/Haitian Task Force
Bone, Thomas William, Cuban/Haitian Task Force
Bornman, Kellie Lynne, Cuban/Haitian Task Force
Borrego, Arnold G., Cuban/Haitian Task Force
Boucard, Edzer, Cuban/Haitian Task Force
Boyer, Toni Harriett, Cuban/Haitian Task Force
Brill, Arthur P., Cuban/Haitian Task Force
Brown, Leslie Renee, Cuban/Haitian Task Force
Bruchesi, Marguerite-Alice, Cuban/Haitian Task Force
Buchanan, Susan H., Cuban/Haitian Task Force
Bunker, Ellen M., U.S. Mission to UN
Caldwell, Katharine L., Cuban/Haitian Task Force
Campa, Ramon L., Cuban/Haitian Task Force
Carosso, Juan Jose, Cuban/Haitian Task Force
Castellano, Fermin B., Cuban/Haitian Task Force
Castro, Ela, Cuban/Haitian Task Force
Chajkowski, James J., Cuban/Haitian Task Force
Cham, Ralph Joseph, Cuban/Haitian Task Force
Chang, Leslie Li-Hsien, Foreign Service Institute
Chapman, Sandra M., Passport Office, Records Services
Clark, Clara D., Cuban/Haitian Task Force
Cohen, Roberta Jane, Human Rights and Humanitarian Affairs, Office of Human Rights
Conn, Peter David, Cuban/Haitian Task Force
Conway, Frederick James, Cuban/Haitian Task Force
Cuvalo, Berislav, Foreign Service Institute
Damas, Antoine Joson, Cuban/Haitian Task Force
Davis, Greer Elaine, Cuban/Haitian Task Force
De La Aguilera, Luis F., Cuban/Haitian Task Force
De Los Rios, Lourdes C., Cuban/Haitian Task Force
De Los Rios, Roberto, Cuban/Haitian Task Force
De Ruffieu, Celine, Cuban/Haitian Task Force
Del Castillo, Siro, Cuban/Haitian Task Force
Denis, Rita, Cuban/Haitian Task Force
Devera, Marlene J., Office of Security, Los Angeles Field Office
Diaz, Jose, Cuban/Haitian Task Force
Diaz, Julio, Cuban/Haitian Task Force
Dimaria, Josephine, Cuban/Haitian Task Force
Donahue Jr., James L., Passport Office, Washington
Doney, Ruane Lizabeth, Cuban/Haitian Task Force
Douglas, Pamela Michelle, Cuban/Haitian Task Force
Dubon, Rossy, Cuban/Haitian Task Force
Durand, Antonio, Cuban/Haitian Task Force
Eckholm, Erik P., Office of the Secretary, Policy Planning Staff
Elizee, Paul Richard, Cuban/Haitian Task Force
Ellerbe, Arthur Wendell, Cuban/Haitian Task Force
Eno, Frances Rae, Cuban/Haitian Task Force
Erskov, Agnes Margrethe, Foreign Service Institute
Estigo Jr., Francis L., Cuban/Haitian Task Force
Etienne, Peter Edwidge, Cuban/Haitian Task Force
Evans, Bronya, Consular Affairs
Fernandez, Alina M., Cuban/Haitian Task Force
Filson, Sandra D., Medical Services
Fisher, Lenore, Passport Office, Miami
Flores, Freddy H., Cuban/Haitian Task Force
Flores, Roy, Office of Ambassador-at-Large for Mexican Affairs
Font, Benedictina, Cuban/Haitian Task Force
Font, Ruben, Cuban/Haitian Task Force
Fuss, David Allen, International Narcotics Matters
Garces, Rolando Rene, Cuban/Haitian Task Force
Garcia, Esteban, Cuban/Haitian Task Force
Garcia, Hector S., Cuban/Haitian Task Force
Garcia, Jacqueline L., Cuban/Haitian Task Force
Garcia, Obdulia Librada, Cuban/Haitian Task Force
Gavin, Joseph James, Cuban/Haitian Task Force
Gingles, Maria Luisa, Cuban/Haitian Task Force
Govantes, Maria Cristina, Cuban/Haitian Task Force
Gowland, Martha L., Foreign Service Institute
Grubenhoff, Diana Lynn, Cuban/Haitian Task Force
Guerrero, Nieves, Cuban/Haitian Task Force
Guilano, Dorothy Perry, Cuban/Haitian Task Force
Guilano, Guiseppe, Cuban/Haitian Task Force
Heuer, Robert, Cuban/Haitian Task Force
Hyppolite Jr., Gilbert, Cuban/Haitian Task Force
Hyppolite, Jacqueline, Cuban/Haitian Task Force
Jackson, Georgette, Cuban/Haitian Task Force
Jarmaillo, Kenneth, Cuban/Haitian Task Force
Jarvis, Charles W., Cuban/Haitian Task Force
Jean, Feller, Cuban/Haitian Task Force
Jeffery, Ned, Cuban/Haitian Task Force
Johnson, Geraldine, Cuban/Haitian Task Force
Joseph, Marie M., Cuban/Haitian Task Force
Kanipe, Colleen Ann, Cuban/Haitian Task Force
Laroche, Jay Emmanuel, Cuban/Haitian Task Force
Latortue, Vertulie A., Cuban/Haitian Task Force
Lawson, Barbara K., Cuban/Haitian Task Force
Ledan, Patrick, Cuban/Haitian Task Force
Lewis, Reese A., Cuban/Haitian Task Force
Lezcano, Nuris T., Cuban/Haitian Task Force
Lichi, Humberto, Cuban/Haitian Task Force
Llaguno, Miriam, Cuban/Haitian Task Force
Llaguno, Tirse, Cuban/Haitian Task Force
Lo Pez, Marta C., Cuban/Haitian Task Force
Lopez, Elsie Marie Jeanne, Cuban/Haitian Task Force
Madureira, Rosa, Cuban/Haitian Task Force
Magee Jr., William G., Bureau of Personnel
Mahoney Jr., Lawrence T., Cuban/Haitian Task Force
Maida, Teri Anne, Cuban/Haitian Task Force
Marks, Andrew H., Office of Special Representative of the President
McCall, Karen C., Office of Refugee Programs
Meilbeck, John Joseph, Cuban/Haitian Task Force
Mendelson, Keith Joel, Cuban/Haitian Task Force
Miller, Eugene Daniel, Cuban/Haitian Task Force
Miller, Margot Sutherland, Cuban/Haitian Task Force
Miller, Peter Ames, Cuban/Haitian Task Force
Miranda, Sonia B., Cuban/Haitian Task Force
Mon, Sonia, Cuban/Haitian Task Force
Monares, Aida C., Cuban/Haitian Task Force
Monnet-Trenton, Genevieve, Foreign Service Institute
Moreno, Janice, Cuban/Haitian Task Force
Morrow, Richard J., Cuban/Haitian Task Force
Motnie, Joelle, Cuban/Haitian Task Force
Neblett, Evalyn Carolyn, Cuban/Haitian Task Force
Nichols, David Arthur, Cuban/Haitian Task Force
Nicoleau, Hardy, Cuban/Haitian Task Force
Nicoleau, Yves, Cuban/Haitian Task Force
Nimetz, Matthew, Office of Under Secretary for Security Assistance, Science and Technology
Noel, Solange, Cuban/Haitian Task Force
O'Kane, Eileen H., Overseas Citizens Services
O'Keeffe Jr., Charles B., Cuban/Haitian Task Force
Page, Barbara J., Cuban/Haitian Task Force
Pappalardo, Angelo Jean, Cuban/Haitian Task Force
Paz, Javier, Cuban/Haitian Task Force
Pena, Esperanza, Cuban/Haitian Task Force
Petit, Constant, Cuban/Haitian Task Force
Phillips, Frank H., Cuban/Haitian Task Force
Piloto, Carlos J., Cuban/Haitian Task Force
Porter, Patricia Ellen C., Cuban/Haitian Task Force
Powell, Joan Marie, Passport Office, New Orleans

Quintana, Matilde G., Cuban/Haitian Task Force
Quirantes, Lourdes, Cuban/Haitian Task Force
Rada, Ernesto Felix, Cuban/Haitian Task Force
Rameau, Marie Jose, Cuban/Haitian Task Force
Rey, Marylin M., Cuban/Haitian Task Force
Riffe, Sherri Ann, Office of Comptroller, Finance Office
Rivera, Mario Antonio, Cuban/Haitian Task Force
Robbins, Kay Louise, Foreign Service Institute
Robinson, Marsha E., Passport Office, Detroit
Rodriguez, Ileana, Cuban/Haitian Task Force
Rodriguez, Juan M., Cuban/Haitian Task Force
Rodriguez, Miguel Angel, Cuban/Haitian Task Force
Rodriguez, Miguel Angel, Cuban/Haitian Task Force
Rojas, Sandra Margarita, Passport Office, Miami
Rolls, Hallet D., Passport Office, New Orleans
Romero, Salvador A., Cuban/Haitian Task Force
Ross, Kimball, Cuban/Haitian Task Force
Rouco, Ana Cecilia, Cuban/Haitian Task Force
Rudd, Marie-Franceline, Foreign Service Institute
Rush, Kelly Jean, Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology Affairs
Ryan, Debra A., Bureau of Personnel
Scharf, Maria Luz, Cuban/Haitian Task Force
Schroeder, William Anthony, Office of Refugee Programs
Shaak, David, Cuban/Haitian Task Force
Smith, Candace Lynn, Cuban/Haitian Task Force
Smither, Robert, Cuban/Haitian Task Force
Solano, Gloria L., Cuban/Haitian Task Force
Soza, Norma Socorro, Cuban/Haitian Task Force
Stafford, David F., Cuban/Haitian Task Force
Stark, Lawrence J., Cuban/Haitian Task Force
Straus, Hindell F., Cuban/Haitian Task Force
Suevo, Christina Theresa, Cuban/Haitian Task Force
Sutton, Barbara E., Cuban/Haitian Task Force
Swarm, William Robert, Cuban/Haitian Task Force
Tabasky, Errol S., Passport Office, Miami
Tamayo, Pedro A., Cuban/Haitian Task Force
Tarajano, Juan Jose, Cuban/Haitian Task Force
Tashman, Helena Maria, Cuban/Haitian Task Force
Taylor, Barbara Darmstadt, Cuban/Haitian Task Force
Taylor, Joyce Lynette, Cuban/Haitian Task Force
Torres, Julio, Cuban/Haitian Task Force
Toth, Agnes B., Passport Office, Stamford
Valdes, Carmen, Cuban/Haitian Task Force
Valdes, Jose Antonio, Cuban/Haitian Task Force
Vazquez, Joe, Cuban/Haitian Task Force
Vega, Nestor, Cuban/Haitian Task Force
Wagner, Gunther O., Cuban/Haitian Task Force
Walker, Mary Anne, Cuban/Haitian Task Force
Weinstein, Lee Howard, Cuban/Haitian Task Force
Wentz, Melanie Kuhlman, Cuban/Haitian Task Force
White, Carlton Philip, Cuban/Haitian Task Force
Woolsey, Jere, Cuban/Haitian Task Force
Yacintke, Ginette, Cuban/Haitian Task Force
York, Paul Nicholas, Cuban/Haitian Task Force
Young-Hill, Claudia Anne, Cuban/Haitian Task Force

Retirements

Bell, Paul C., Office of Operations, Facilities Management and Administrative Services
Carter, Joseph H., Foreign Service Institute
Contee, John R., Office of Operations, Foreign Affairs Information Management
Fisher, Edwin J., Passport Office, Miami
Green, James F., Office of Operations, Facilities Management and Administrative Services
Gregory, Annie P., African Affairs
Onley, Sarah E., Consular Affairs
Pennix, Eleanor V., Passport Office, Washington
Riveraborras, Crucita, Office of Operations, Facilities Management and Administrative Services
Rolark, Ross B., Office of Operations, Supply and Transportation Division
Stroman, Mary E., Bureau of Public Affairs, Office of Public Programs. ■

New life insurance: March 31 is deadline

Employees must sign up by March 31 if they wish to be covered under the new, improved U.S. life insurance program. During the open season, which began March 1, they may select basic coverage as well as three optional types of insurance.

Enrollment forms (SF-2817) and information on premiums may be obtained from personnel or administrative offices. If an employee does not submit the form by the deadline, s/he will automatically be given basic coverage only.

Under a law (P.L. 96-427) recently passed by Congress, a new package is being offered:

Basic life

—Amount: coverage equal to annual basic pay (rounded to next $1,000), plus $2,000.

—Extra benefit, effective October 1981: for employees under age 36, the extra benefit doubles the amount payable. For employees age 36 through 44, the extra benefit reduces 10% per year.

—Accidental death and dismemberment: coverage equal to the basic insurance amount.

—Government pays one-third of the cost.

—For each $1,000 of basic insurance, the amount of withholding from the employee's pay is 24 cents biweekly, or 52 cents monthly.

—The employee must enroll for basic life insurance in order to enroll for one or more of the optional types of insurance.

Option A—Standard

—Life insurance coverage of $10,000.

—$10,000 accidental death and dismemberment coverage.

Option B—Additional

—The employee may choose additional life insurance coverage equal to one, two, three, four or five times his or her annual basic pay (after basic pay is first rounded to the next $1,000).

Option C—Family

For the first time, the employee can elect life insurance coverage on his or her spouse and all eligible family members. The withholding will cover them all. It will also permit the employee to fill in the gap that many find in their total insurance package. This coverage provides the employee's unmarried dependent children under age 22 (including legally adopted children and stepchildren) and unmarried dependent children age 22 and over who are incapable of self-support because of a mental or physical disability which existed before age 22.

—Amount of coverage: spouse—$5,000; each child—$2,500. □

Personnel: Foreign Service

New appointments

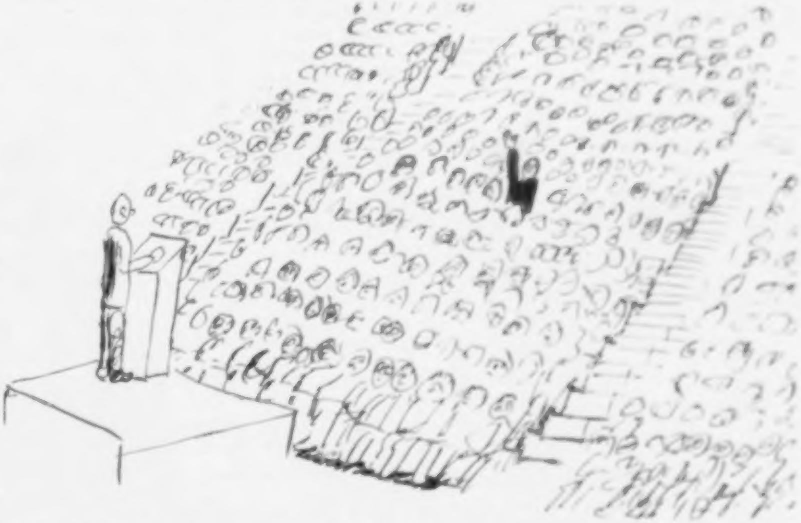
Blake, Robert A., Medical Services
Blake, Stephen J., Junior Officer Corps
Brown, Janice Maes, Bonn
Dell, Christopher W., Junior Officer Corps
Glanville, Doreen T., Junior Officer Corps
Hebron, Theresa A., Junior Officer Corps
Hedges, William L., Cairo
Herold, Richard Arthur, Junior Officer Corps
Holley, Robert M., Junior Officer Corps
Jansen, Sue S., Tegucigalpa
Leahy, W.P., Junior Officer Corps
Lee, Edward A., Junior Officer Corps
Mishler, Jane Elizabeth, Santo Domingo
Paschyn, Bohdan Y., Office of Inspector General
Schiveley, Lynn Roger, Junior Officer Corps
Soucy, Marie White, Caracas
Taylor, Kurt Leslie, Vienna

Transfers

Adams, Bruce, Office of Communications, Programs and Engineering Division to Accra
Alexander, Leslie M., Foreign Service Institute to Madrid
Alfrich, Rose F., Near Eastern and South Asian Affairs to Islamabad
Austin, Kenneth E., Jamaica to Abidjan
Barbieri, Albert F., Visa Office to Rome
Becerra, Debra P., Bureau of Personnel to Lagos
Behrend, Richard Warren, Norway to Inter-American Affairs
Behrens, James E., Monrovia to Office of Communications
Benson, Robert O., London to Curacao
Bergin, Robert C., Nairobi to African Affairs
Berube, Annette M., Hong Kong to Politico-Military Affairs, Office of Munitions Control
Berwick, Walter M., Caracas to Kingston
Bollmann, Elizabeth B., Jakarta to Lima
Boshoven, Nancy, United Kingdom to Office of the Secretary
Burk, Barbara E., Senegal to Banjul
Cadena, Priscilla L., Inter-American Affairs to Panama
Campbell, Sandra J., Junior Officer Corps to Monterrey
Casperino, Ralph A., Wellington to Office of Refugee Programs
Cavin, Guyle E., Kingston to Lyon
Chiocco, Ralph D., Stockholm to Havana
Collins, Richard Paul, Foreign Service Institute to Bonn
Cottini, Louisa A., European Affairs to Vienna
Crocker, Ryan Clark, Iraq to Beirut
Der Haag, Linda D., Yaounde to African Affairs
Doig, Marvin T., Hong Kong to Manila
Dorrance, John C., Human Rights and Humanitarian Affairs to Bonn
Doughty, Lynn O., Leningrad to Dakar
Dubbs, Michael J., Inter-American Affairs to Tegucigalpa
Duncan, Ivy Ruby, Guinea to Mexico
Duncan, Kenneth A., Philippines to Paris
Egger, Philip Hughes, Junior Officer Corps to Maracaibo
Faux-Gable, Laura P., Yaounde to Douala
Fields, David C., Islamabad to London

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training program, with members of the faculty, are, last row, standing, left to right: *Virginia Smith, Loretta Young, Marian Gable, Paula Narcavage, Phyllis Jacobs, Denise Hampton, Susan Schwalbe, Beth Johannes, Karen Collins, Marsha Nelson, Jacqueline Carter, Jessie Colson.* Second row: *Carole Reams, Rose Pearl, Penelope O'Brien, Geraldine McNeil, Floraida Cortez, Doris Sirabian, Robin Welker, Ben Acton, Barbara Maloney, Peggyann Moore, Jo Ann Kula, Frances Troup.* Center, left to right: *Donna Garrett, Margaret Heckman, Lilly Holmes, Janet Seng, Eunice Edwards, Sandra Hartley.*

Fulgham, Frank M., Yokohama to Tokyo
Gambrell, Bobby J., Office of Communications to Sao Paulo
Geraghty Jr., William J., Office of Communications to Tel Aviv
Glevanik, Gregory S., Athens to European Affairs
Godfrey, Ruth W., Geneva to Belgrade
Graham, John R., South Africa to Bureau of Personnel
Grenier, Robert L., Near Eastern and South Asian Affairs to Rabat
Harrison, Jerome P., Department of Commerce to Knartoum
Harvey, Mary Lou, Beijing to Brussels
Harwood, Douglas James, Milar to Office of Refugee Programs
Helm, John W., Quito to Foreign Buildings Office
Hemmings, A.B., Calcutta to New Delhi
Hogan, Michael J., Consular Affairs to Caracas
Holmes, Richard A., Politico-Military Affairs to Jakarta
Holsey, Leonard J., Bureau of Personnel to Vancouver
Horowitz, Herbert Eugene, Department of the Treasury to Sydney
Inskeep, Eleanor Terry, Mexico to Montreal
Johnson, Aaron W., New Delhi to Monrovia
Jung, Elizabeth M., Communications Center to Paris
Kane, Marian Ann, Managua to Seoul
Kilgas, Bertha M., Italy to Kathmandu
Kinsman, N. Richard, Kingston to Inter-American Affairs
Kiselyak, Charles A., Hamburg to Stuttgart
Klinefelter, Bonnie E., Office of Communications to Kinshasa
Kwiatkowski, John E., Arms Control and Disarmament Agency to London
Laatsch, Allwyn A., Office of Communications, Security Division to Lagos
Leibengood, Paul C., Office of Security, Washington Field Office to Beirut
Maher, Peter S., Southern African Affairs to Bissau
Marsh, Marcia M., Inter-American Affairs to La Paz
Massey, Mark S., African Affairs to Nairobi
McClelland, Donna C., Bureau of Personnel, European Assignments to London
McMann, Catherine, USSP to London
Medina, Georgia M., Inter-American Affairs to Lima
Meigs, Michael Andrew, Oran to Quito
Meskimen, Donald M., Philippines to Monrovia
Miles, Chiyo Mae, London to Tokyo
Moe, Alan W., Bucharest to Brasilia
Montgomery, Diana M., Department of Commerce to European Affairs
Moran, James B., East Asian and Pacific Affairs to Beijing
Morgan, Thomas J., International Organization Affairs to La Paz
Newnham, Edward A., Paris to The Hague



"Sir, with regard to our current foreign policy toward diplomacy in southeast Asia—if I am assigned there, can I take my mother-in-law?"

Nix, John U., Foreign Service Institute to Nicosia
Norton, Donald E., Copenhagen to Addis Ababa
Olson, James M., Moscow to Vienna
Painter, Wayne V., Monrovia to Office of Communications
Palmer, Georgia M., African Affairs, Economic Policy Staff to Mogadishu
Pingree, Michael M., Algiers to African Affairs
Pitman, Chalmer E., Ankara to Pretoria
Poston, Travis B., Office of Communications to Kingston
Powers, Brian W., Pretoria to Kinshasa
Rau, Donald E., Australia to East Asian and Pacific Affairs
Rice, Diane B., Islamabad to Manila
Ritchie, John Alexander, Peru to Inter-American Affairs
Robinson, Ronald Sinclair, Junior Officer Corps to Guatemala
Rohn, Douglas Carl, Santo Domingo to Asuncion
Sikes, Joseph T., London to Office of Refugee Programs
Smith, Elaine B., Mexico to Guatemala
Smith, Richard A., Inter-American Affairs to Managua
Steinfeld, Andrew W., Junior Officer Corps to Kuwait
Sturges, Dorothy, European Affairs to Zagreb
Suehowicz, Martin P., Office of Communications to Managua
Thomas, Mary Jane, Mexico to Oslo
Verschuur, Jan B., Special Domestic Assignment Program to Ottawa
Wall, Marc M., Department of Commerce to Salisbury
Walton, Sharon F., Vientiane to Monrovia
White, Janet E., Rabat to Brussels
White Jr., Floyd L., Amman to Office of Communications
Wilcoxen, Frances L., Kinshasa to Manila
Williams, Howard F., East Asian and Pacific Affairs to Canberra
Wilson IV, Joseph Charles, African Affairs to Pretoria
Womack, Homer L., USSR to Paris
Woo, Brian C., San Salvador to Passport Office, Honolulu
Yuhasz, Raymond Alexander, South Africa to Bureau of Personnel

Resignations

Anderson, Leona M., Tokyo
Bardziak, Francis W., Tel Aviv
Bennett, John T., Faculty Adviser
Benzel, John H., Paris
Berger, Samuel R., Office of the Secretary, Policy Planning Staff
Clark, Monique L., Yaounde
Fasullo, Gulty, San Jose
Fogertey, Roberta A., Office of Security, Washington Field Office
Goheen, Robert F., New Delhi
Grover, Mary M., Hamilton
Hilliard, Benjamin C., Inter-American Affairs
Jansen, Sue S., Tegucigalpa
Keller, Minerva T., Geneva
Miller, William F., Stuttgart
Pasos, Lydia R., Mexico
Renn, Bernice C., Bureau of Personnel
Seyster, James G., Bureau of Personnel
Tripp, Maryann Evans, Manila
Van Nooten, Errol E., Office of Security, Washington Field Office
Walsh, John B., NATO

Retirements

Alexander, Joseph N., Monrovia
Amott, John C., Classification/Declassification Center
Aylward Jr., Paul L., Department of Commerce
Bergman, Paul M., AID
Buflo, J. Leonard, Vancouver
Garrison, Mark J., Moscow
Hartman, Richard S., Monrovia
Lewis, Reese A., Office of Refugee Programs
Lucas, Robert T., Manila
Missibeck, James W., Office of Security
Richardson, John W., Office of Security
Rosetti, Joseph E., Office of Security, Domestic Operations Division
Simms, John W., Bureau of Personnel, Board of Examiners
Sullivan, John J., Bureau of Personnel
Wrobel, Florence J., Inter-American Affairs ☐

Foreign Service nominations

The Senate confirmed the following nominations on February 26:

Appointment as FSO-2, consular officer, and secretary
*John H. Trattner

Promotion from FSO-3 to FSO-2
Dwight N. Mason

Promotion from FSO-4 to FSO-3
Ray L. Caldwell

Promotion from FSO-5 to FSO-4
Margot Ellen Reiner

Appointment as FSO-4, consular officers, and secretaries
Oliver Pastrano Garza
G. Jonathan Greenwald

Promotion from FSO-6 to FSO-5
Donald Keith Bandler
Francis Edward Matthews

Appointment as FSO-5, consular officer, and secretary
*Kenneth R. Audroue

Appointment as FSO-6, consular officers, and secretaries
Robert L. Fretz
Sally L. Harman
Constance Elaine Huggins
Stephen W. Kennedy
Lisa Ruth Layne
William T. Monroe
Ronald W. Mortensen
Roger Dwayne Pierce
David Francis Rogus
Edward J. Wehrli

****Members of the Foreign Service to be consular officers and secretaries**
Alan B. Ammerman
Kay L. Anske
Richard Hanson Appleton
Marshall F. Atkins
Heidi August
Susan I. Aulds
Algis Avizienis
Desirée A. Baker
Jeffrey Jay Baron

---

*Converting from Foreign Service information officer.

OFFICE OF INSPECTOR GENERAL—Upon his retirement, inspector general *Robert C. Brewster*, left, receives plaque from deputy inspector general *Richard K. Fox*. In center is *Mrs. Brewster*.

LONDON—*William E. (Nick) Carter*, right, local investigator for the embassy's regional security office, is presented U.S. Secret Service award by *Hal Thomas*, agent-in-charge, Paris, for "support rendered over the years."

James Warren Bean
Milton A. Bearden
Bartholomew B. Bechtel Jr.
James Howard Benson
Gale Ellen Berghoefer
John L. Berntsen
Carlos Bigles Jr.
Stephen J. Blake
Robert Walter Boehme
Betty I. Boothe
Pamela E. Bridgewater
Steven Alan Browning
Frances E. Butler
Martha Larzelere Campbell
Xavier Castellanos
Mary Paul Smith Cherney
Richard Jon Chidester
Karen R. Clark
Lawrence Ellis Cohen
Margaret E. Colvin
Robert S. Connan
Christopher D. Costanzo
Elizabeth Link Cummings
Terrence J. Daru
William Craig Davidson
William Fairbairn Davnie III
Christopher William Dell
Marc L. Desjardins
Richard Gaines de Villafranca
Philo L. Dibble
Paul Martin Doherty
Bruce Edward Donnelly
Mary Ann Dubs
Anthony A. Dudley
Carmen Martinez Ellis
Janice L. Elmore
James F. Entwistle
Michael R. Evans
Teresa Matthews Evans
Gardel MacArthur Feurtado
Sharon K. Flack
William D. Fleming
William Payne Francisco III
Roger Alan Frazier
Jack P. Gatewood
John M. Gieseke
Doreen Tam Glanville
George Allen Glass
Ellen Goff
Ted K. Gong
David Laurence Gossack
Diane Granzow
Todd Richard Greentree
Robert L. Grenier
Eva Jane Groening
Eigil V. Hansen
Mary-Margaret Harris
Joe H. Harton
Theresa Ann Hebron
Carol C. Heineck
Richard Arthur Herold
Steven Don Hill
Heather M. Hodges
Robert Michael Holley
Lyman L. Hubbard Jr.
Clarence Alexander Hudson Jr.
Ravic Rolf Huso
Maria M. Ifill
Dennis W. Imwold
Paul W. Isaacson
Peter Kincaid Jensen
Frances Thornton Jones
James C. Kaddaras Jr.
Ann Midori Kambara

BANGKOK, Thailand—Ambassador *Morton I. Abramowitz* presents meritorious honor award to Foreign Service national staff of budget and management office. From left, first row: the ambassador, *Prayut Sethabutr, Sangchanchai Sanguansuk*. Second row: *Surindr Limpachoti, Sunthorn Kulnityakorn, Kimlan Kitkamhang, Prakongsiri O-Charoen, Utumporn Vanasuntakul, Sumeth Sumethikul, Chan Thirayuth, Udom Virulhakul, Adul Sumraulrean.*

James R. Keith
William M. Kendall-Johnston
Kristie Anne Kenney
Michael David Kirby
Peter J. Kirsch
Richard E. Kitchen
Anne M. Koenig
Howard M. Krawitz
Kay R. Kuhlman
Charles F. Lamm
Kathleen Carr Lang
Wade P. Leahy
Edward Alex Lee
Frank M. Lemay
Robert L. Luaces
Paula Reed Lynch
Margaret E. Lyons
Paul T. Maddocks
George Stephen Malleck
Steven Scully Maloney
Matthias Manz
Linda Anne Marcus
Robert Nielsen Marquardt
Awilda R. Marquez
Marcia M. Marsh
Valentino E. Martinez
Glenn Lincoln McCurdy Jr.
Joseph Sherwood McGinnis Jr.
Craig W. McKee
Robert W. Merrigan
Donnie Paul Minyard
Lawrence Mire
Ernesto López Molina Jr.
Ann Clark Montgomery
Katherine R. Montgomery
Héctor Emilio Morales Colón
Kathleen Murphy
Patricia A. Murphy
Joseph Adamo Mussomeli
Nancy Jeanne Neubert
Douglas Bruce Neumann
W. Ross Newland
Bradley D. Nichols
Janet Mildred Nixon
Richard B. Norland
Harry John O'Hara
Dennis J. Ortblad
Thomas Stephan Pabst
Mary Johnson Parr
Patricia Blanche Payne
Isaac P. Pearson
Walter Neill Sherrod Pflaumer
Eric L. Qualkenbush
Carlos Kenneth Quinones
Jacqueline Ratner
Frank Rey Jr.
Lloyd Macauley Richardson
Charles E. Robertson III
Carol Ann Rodley
Catherine Anne Rolla
Mario Ruggia
Douglas Poe Ryan
Susan Elizabeth Salem
Jamari Salleh
Robert M. Sargent
David Michael Satterfield
Fabio Marino Saturni
Lynn Roger Schiveley
Kyle R. Scott
Robert Hayes Seibold
Michael D. Sellers
Richard Morey Sherman
Marc J. Sievers
Theodore John Slosarczyk Jr.
Robert H. Small
Renny Travers Smith
Thomas James Snead
George G. Snider Jr.
Patty Lynne Specht
John V.G. Spilsbury
Ann L. Stanford
Andrew W. Steinfeld
Antonia E. Stolper
Judith Anne Strotz
Vandoster L. Tabb
Robert Osgood Tatge
Holcombe Harper Thomas Jr.
Cameron S. Thompson
Nadia Tongour
Craig Stuart Tymeson
Frank C. Urbancic Jr.
Paul Biggs van Son
Sharon English Woods Villarosa
Joan Swift Wadelton
Lawrence Arthur Walker
Robert Merwin Watts Jr.
Eric R. Weaver
David Alan Weiss
Elizabeth Wilcox
Alec Wilczynski
Gary B. Wilkinson
Robert Eric Williams
Barney P. Yun
James Peter Zumwalt

__**Members of the Foreign Service to be consular officers__

Robert L. Graninger
Carroll G. Hoilman
Rudy G. Jackson
Robert C. Montoya

__**Members of the Foreign Service to be secretaries__

John C. Fry
Frank M. Fulgham
Richard W. Getzinger
Marion L. Kellogg
Joseph LaPalombara
James L. Malcomson

Gerald H. Zarr

*****Members of the Foreign Service to be consular officers**

Carolyn I. Carr
Robert Edward Jacobson Jr.
Ruth S. Taylor
Mary F. Witt
Charles B. Woodward Jr.

**These officers were described in their nominations as Foreign Service Reserve officers but, in accordance with the new Foreign Service Act, their description for attestation was "members of the Foreign Service."

***These officers were described in their nominations as Foreign Service Staff officers but, in accordance with the new Foreign Service Act, their description for attestation was "members of the Foreign Service." ☐

Commissioning and tenure

The Foreign Service Commissioning and Tenure Board (November-December session) has recommended 67 officers in Class 6 for career tenure:

Charles R. Allegrone
Donald B. Andrus
Phillip P. Antokol
Lewis R. Atherton
Robert O. Benson
Donald E. Booth
Bruce A. Brown
James L. Bruno
David R. Burnett
Thomas A. Cadogan
Raymond E. Clore
Steven J. Coffey
Kathleen M. Daly
Mark G. Davison
Frank H. Day
Charles L. English
Ben F. Fairfax
Thomas A. Farrell
Michael B. Flaherty
Anne M. Galer Ryan
William H. Griffith
Charles J. Hall
John M. Hall
Sunela Lynn Halliburton
Dennis P. Harrington
Norman S. Hasting
Robert J. Higgins
Christopher R. Hill
Larry D. Huffman
David T. Johnson
Bruce Keeling
James J. Kessinger
Nancy Faye Lees
Michael Libenson
Roderick C. Mackler
Gail D. Mathieu
Robert T. McMahan
Wayne E. Miele
Gillian Milovanovic
Robert A. Mosher
William G. Perett
Janet Petronis
Michael C. Polt
Nancy Jo Powell
Thomas L. Price
Gary C. Pritchard
Lawrence K. Robinson
Peter F. Romero
Judith A. Ryan
Steven A. Saboe
John Schmidt
Katherine Schwerine
Baldwin P. Scogna
Gail P. Scott
Jack D. Segal
Michael J. Senko
Virginia Sher
Cynthia Smith
Stephanie A. Smith
Douglas G. Spelman
Michael Strachan
Sandra Taylor
C. Frederick Troy
Lynn J. Turk
William Warren
Ernestine Wilson
Laurence D. Wohlers ☐

INTER-AMERICAN AFFAIRS—Ambassador *Gale M. McGee*, left, permanent representative to the Organization of American States, with Mr. and Mrs. *Francis M. Starrs* at Mr. Starrs' retirement ceremony.

PONTA DELGADA, Azores—*Ruth S. Matthews*, **principal officer, presents braille watches to two blind children at Centro de Educacao Especial dos Acores.**

52 take oath as Foreign Service officers

Fifty-two new Foreign Service officers were sworn in on January 7. The class includes 19 persons starting their careers as consular, 16 as political, 11 as administrative, and 6 as economic/commercial officers. Members of the class are:

Kay L. ANSKE, Stephen J. BLAKE, Betty I. BOOTHE, Steven A. BROWNING, Mary Paul CHERNEY, Margaret E. COLVIN, Terrence J. DARU, William F. DAVNIE, Christopher W. DELL, Marc L. DESJARDINS, Paul M. DOHERTY, Mary Ann DUBS, James F. ENTWISTLE, Teresa L. (MATHEWS) EVANS, William P. FRANCISCO III, Doreen T. GLANVILLE, George A. GLASS, Theresa A. HEBRON, Richard A. HEROLD, Robert M. HOLLEY, Lyman L. HUBBARD Jr., Clarence A. HUDSON Jr., William M. KENDALL-JOHNSTON, Wade P. LEAHY, Edward A. LEE, Frank M. LEMAY, Robert L. LUACES, George S. MALLECK, Steven S. MALONEY, Linda A. MARCUS, Valentino E. MARTINEZ, Joseph S. McGINNIS Jr., Katherine R. MONTGOMERY, Patricia Ann MURPHY, Dennis J. ORTBLAD, Jacqueline RATNER, Catherine Anne S. ROLLA, Mario RUGGIA, Susan E. SALEM, Jamari SALLEH, Lynn R. SCHIVELEY, Richard M. SHERMAN, Marc J. SIEVERS, Renny Travers SMITH, John V.G. SPILSBURY, Judith A. STROTZ, Vandoster L. TABB, Craig S. TYMESON, Frank C. URBANCIC, Sharon E.W. VILLAROSA, Alec P. WILCZYNSKI, James P. ZUMWALT. ☐

Quito FSN has been on job 35 years

Hugo Jurado, a Foreign Service national employee, recently celebrated his 35th year of U.S. Government service in the Embassy Quito consular section. In 1946, after serving for more than three years with the wartime Defense Supplies Corp., he began work as an embassy consular assistant.

Mr. Jurado

Since 1970, he has specialized in passport and citizenship services. Currently, he is assigned to the American Citizen Services section.

Mr. Jurado has served under 11 ambassadors and with more than 50 consular officers. He says he plans to retire in 1982. □

Regulations are adopted on retirement benefits

The Department has adopted regulations, effective February 15, spelling out changes in the Foreign Service Retirement and Disability System that provide benefits for spouses and former spouses of participants in the system, and of certain former participants. The test of the new regulations, which grow out of the Foreign Service Act of 1980, was published in the Federal Register of February 19, starting on Page 12957. They impose certain notification requirements on Foreign Service employees, former employees and their former spouses.

A draft of the regulations had appeared in the Federal Register of January 15, and interested persons were invited to comment. But as of February 10, no comments had been received. Written comments arriving after the deadline will be considered at a later time as possible amendments. As a result of management review during this period, four substantive changes were made in the January 15 draft.

Those seeking information should contact Gertrude Wiekoski, chief, Retirement Division, Bureau of Personnel, Department of State, telephone (202) 632-9315. ■

BERLIN— U.S. minister *David Anderson*, left, and *Debbie Green* pin sergeant stripes on *Paul Green*, duty driver.

Bureau Notes

Secretary's Office

SECRETARY HAIG, accompanied by MRS. HAIG, attended the funeral of the late Gov. ELLA GRASSO in Hartford, Conn., February 9. That evening he addressed the National Conference of Christians and Jews, in New York. Traveling with him were JAMES BUCKLEY, under secretary designate for security assistance, science and technology; DAVID KORN and KEITH SCHUETTE, special assistants; Major DAVID M. MERHAR, aide to the Secretary; and WILLIAM DYESS, acting spokesman.

The ambassador-at-large for liaison with state and local governments, W. BEVERLY CARTER, retired from the Department on January 18 and took a position in private industry. Acting coordinator DAVID H. SHINN met with Mayor COLEMAN YOUNG in Detroit, and visited the Center for International Transportation Exchange in East Lansing, February 10-11. JOHN H. KELLY, director of the Secretariat Staff, left to be the new deputy executive secretary in the Executive Secretariat. The new director of the secretariat Staff is ALVIN P. ADAMS, from the Bureau of Economic and Business Affairs, effective February 9. SUZANNE PAYNE, from the Bureau of East Asian and Pacific Affairs, joined the Secretariat Staff on February 9. E. ANTHONY WAYNE was reassigned to the Office of the Secretary on January 21, as a special assistant. During January 18-25, DONALD HAYS and ANITA MUELLER went with former SECRETARY VANCE, BEN READ, and SHELDON KRYS and State doctors to Germany to prepare for the release of the hostages. GARY MATTHEWS has assumed the position of executive assistant to the under secretary for political affairs.

Family liaison officers MARILYN HOLMES, GINNY TAYLOR and SUSAN McCLINTOCK provided several briefings during January and February for Air Force and Army officials and dependents interested in setting up family-support programs in their own services. The Family Liaison Office director, Ms. Holmes, attended the Bureau of African Affairs' administrative officers conference, February 2-6, in Nairobi, Kenya, and briefed the group on the role of the Family Liaison Office.

Mr. Haig has appointed the following persons to his immediate staff: SHERWOOD GOLDBERG, executive assistant; MURIEL HARTLEY, assistant to the Secretary; Mr. Wayne, special assistant; JOYCE NESMITH, confidential assistant to the executive assistant; LORA SIMKUS, secretary; RICHARD L. BALTIMORE III, special assistant; PAT McKEE, staff assistant; ELIZABETH (BETTY) GASTON, secretary; JACQUELYN HILL, secretary; NADINE BONNIE ROBERTS, secretary; Mr. Schuette, special assistant; HARVEY SICHERMAN, special assistant; JOHN TILLER, special assistant; and Mr. Korn, special assistant. ☐

Administration

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH visited Embassy Monrovia, February 2-4, and Embassy Nairobi, February 4-12. While in Nairobi, Mr. Branch participated in the administrative officers conference and in the communications programs officers conference, which the Office of Communications hosted. ROBERT RIBERA, chief of foreign operations, visited Brasilia, Rio de Janeiro and Lima, to review the communications programs and to brief communications personnel on current programs and projects. JOSEPH HAZEWSKI, operations officer for the African area, traveled to Embassy Nairobi to attend the communications programs officers conference. Afterward, he visited several African posts. Regional communications programs officer WILLIAM E. BISCHOFF traveled to Ottawa, Montreal, Toronto, Winnipeg, Calgary and Vancouver, to conduct communications consultations and surveys.

TRANSPORTATION DIVISION—New York despatch agent *Reid Collins* accepts plaque from *E. Parks Olmon*, chief of the Transportation Division, commemorating 150th anniversary of the U.S. Despatch Agency in New York. From left are former despatch agent *John J. Pulaski*, Mr. Collins, Mr. Olmon and *David E. L'Heureux*, division director.

The following personnel changes were effective on the dates indicated: On February 2 PETER GREGORIO became the office's representative on the Diplomatic Telecommunications Service's Requirements Staff. On February 2 KENNETH LOFF assumed the duties of special assistant, replacing LOUIS CORRERI, who retired in November. On February 17 BENJAMIN JACKSON became the new operations officer for the Near Eastern and South Asian area. On March 9 WILLIAM WEATHERFORD was to assume the duties of operations officer for the East Asian and Pacific area. New employees in the Programs and Engineering Division are BRENDA FERRY, secretary, and TIMOTHY OSLIN, communications electronics officer, who came from the Air Force. Personnel transferring into the division included DAVID LINDSTROM, from Kinshasa, and JAMES PARKER, from the Security Division. Departing on new assignments were GARY ALLEY, to the Foreign Service Institute; KENNETH FERGUSON, to the Security Division; BRUCE ADAMS, to Accra; DENNIS SEVERNS, to Accra; CHARLES TULLIUS, to New Delhi; and DANIEL BAITH, to Karachi, where he will serve as senior supervisory technician.

The Training Division's field instructors, who were on temporary duty assignments relating to Terminal Equipment Replacement Program installations, included RICHARD HOFFER, to the U.S. mission to the United Nations, New York; ROBERT ROBINSON, to Paris; CARL MATTHEWS, to Bern and Paris; and MANUEL VALDEZ, to Abidjan. GEORGE JACOBSEN of the Training Staff recently returned from an eight-week instructor assignment to Dar es Salaam and Nairobi. THOMAS BELL attended an instructor training course at Goodfellow Air Force Base, Tex. Instructors JOHN MAYSA, EMMETT O'BRIEN, GARY BOBBITT, ROBERT ROBINSON and CARL MATTHEWS attended a one-week seminar at the Atlantic Research Corporation, in Alexandria. Field personnel visiting on consultation were: DENNIS STARR, Addis Ababa to Jakarta; HUGH MARKETTE, Istanbul to Madrid; THOMAS SANDERSON, Port of Spain to Moscow; RUDY SZABADOS, Nouakchott to Port au Prince; JAY CLIFTON, Paris to Bujumbura; and RICHARD

BONN—*George Sura*, center, of the Regional Communication Programs Office, receives a Superior Honor Award. *George B. Green*, left, and *Jerry R. Pace*, of the same office, receive Meritorious Honor Awards. *(Photo by Helmut J. Wolf)*

ABER, Melbourne to Brussels. Completing communications training courses were: JOHN LEMANDRI, Nouakchott; RICHARD STEPHENS, New Delhi; WILLIAM TONER, London; WILLIAM HEMPEL, communications center division; ROBERT GRUNDON, Ottawa; EDWARD MELNICK, San Jose; RUDOLPH GARCIA, Nouakchott; and SWAIN BRITT, Sinai Field Mission. ☐

OFFICE OF SECURITY

Welcome-home greetings were extended to regional security officers ALAN GOLACINSKI and MICHAEL HOWLAND, and all other former hostages. Office of Security personnel on temporary duty in Wiesbaden/Frankfurt in connection with the return of the former hostages included, from headquarters: GORDON HARVEY, PAT HOFFER, BELLE JOHNSTONE, DAVE MANLEY, CHARLIE SPARKS, STEPHANIE STAUFFER and ED WOOD. Detailed from AID and ICA were MIKE COUGHLIN and JAMES DENNY. They were joined by overseas-based security personnel: BILL ARMOR (Frankfurt), JIM BERMINGHAM (Bonn), ARTHUR BRUNETTI (Rome), CLARK DITTMER (Brussels), JIM DONOVAN (Bonn), ARTHUR MAUREL (Paris), JUDY ROBERTS (Frankfurt), JAMES SANDLIN (Bucharest) and MARYELLEN VANDIVIER (Frankfurt).

HELEN WORSHAM, secretary to the deputy assistant secretary for security, and JOHN RICHARDSON, assistant director for protective security, were honored at a retirement reception, January 30. Over 100 colleagues and friends joined deputy assistant secretary KARL ACKERMAN in extending the honorees best wishes. Ms. Worsham was presented a set of honorary security officer credentials in recognition of her 36 years' Government service, the last 25 of which were with the Office of Security. Mr. Richardson was presented an engraved retirement plaque noting his 32 years of Government service, and another plaque in which his security credentials were enshrined.

OFFICE OF SECURITY—Deputy assistant secretary *Karl Ackerman* presents plaque to *Helen Worsham*, his secretary, on her retirement. *(Photo by David Humphrey, Visual Services)*

MARVIN GARRETT, assistant director for operations; WALLY GILLIAM, chief, Technical Services Division; and GORDON HARVEY, chief, Division of Foreign Operations, visited Sandia Laboratories, Albuquerque, N.M., February 11-13. Purpose of the visit was to evaluate access-denial systems for installation at overseas posts, computerized control panels for Marine security guard booths, and advanced techniques for civilian guards. RAY SCROGGS, special assistant to the deputy assistant secretary, visited the Chicago Field Office on a consultation/inspection trip, February 2-4.

Mr. Ackerman was in Africa, February 4-10, to address the administrative officers conference in Nairobi, and to convene security conferences in Nairobi and Abidjan with regional security officers and security engineering officers based in Africa. KEITH GWYN is on eight weeks' temporary duty as regional security officer, Bangkok, February-April. BOBBY NOEL, Technical Services Division, and Seabee DAN JOHNSON, were on temporary duty at the U.S. interest section, Havana, and Embassy Nassau, during January-February. RICHARD SPARSHOTT and ROBERT STUCKEY, Technical Services Division, were in Canada for temporary duty in February. Security engineering officers in the Department on consultation during January-February included TOM BRUGUIER (Frankfurt), DON HOOVER (Moscow) and DICK ROBERTS (Frankfurt). Regional security officer SCOTT McGUIRE (Canberra) was on consultation in January.

A Department Notice was sent to all overseas posts in January announcing the change of the regional security supervisor title to associate director for security for the respective geographic areas.

In the interests of cooperation and support regarding security matters at Foreign Service posts, the Department of State and Commerce concurred on a variety of security issues. The mutual understanding was set forth in a memorandum agreement signed in January by THOMAS M. TRACY, assistant secretary, Bureau of Administration, State, and ELSA A. PORTER, assistant secretary for administration, Commerce.

ED LEE, formerly regional security officer, Bangkok, assumed his duties as chief, Education and Training, February 9. GEORGE PAYNE, special agent-in-charge, Washington Field Office, was designated acting chief, Investigations Division, February 5. ROBERT NICHOLSON was designated acting chief, Domestic Operations Division, effective February 9, when the former acting chief, LOUIS MARRANO, commenced Italian language training at the Foreign Service Institute. CHRIS DISNEY was assigned as chief, Dignitary Protection Division, March 1. WALTER BACAK, Protective Operations Staff, was relocated from SA-7 to Main State, in February. The Office of Security had protective responsibility during February for the visit to the United States of Mrs. CHUN DOO

HWAN, wife of the president of South Korea. MICHAEL VIGGIANO was the special agent-in-charge. BRYAN FLANAGAN, Foreign Operations/Europe, is attending the institute's Russian-language sessions preparatory to assuming duties in Moscow. FRED LECKER, formerly regional security officer, Kabul, is studying Spanish at the institute prior to assignment to Panama. RUTH McDOWELL, Document Information Systems, attended the Office of Personnel Management class, "Introduction to Supervision," February 9-13. PATTI MORTON, policy adviser, attended the "Symposium on the New Congress," presented by the Government Affairs Institute, at the Capitol, February 19-20.

JOAN LOMBARDI and CHRIS ANDREWS, Watch Officer Group, briefed representatives from the British embassy, and several corporate directors of security with private industry, on the operation and capabilities of the Office of Security Command Center, January 29. GERRY McGRATH, Education and Training, conducted a visa malfeasance briefing for junior consular officers, at the institute, January 29. The U.S. Navy Seabee class I-81 graduated February 6 from the training program conducted by the Education and Training Staff. ☐

African Affairs

LANNON WALKER, deputy assistant secretary, briefed 25 senior business executives on "Africa: Policy Issues and Economic Prospects," at the February 11 Executive-Diplomat Seminar, a biannual event sponsored by the Bureau of Economic and Business Affairs. CAROL LANCASTER, deputy assistant secretary, spoke to over 200 attorneys and managers of U.S. corporations on "Doing Business in Africa," at a January 22 conference sponsored by the Practicing Law Institute, in New York. MABEL M. SMYTHE, deputy assistant secretary, traveled to Bethune-Cookman College, Daytona, Fla., January 29, to address a model UN program on "Poverty, Illiteracy and General Development Issues."

KAY CLARK-BOURNE, deputy director, Office of Western African affairs, gave dual presentations on Nigeria, at Emory University and Spelman College, in Atlanta, February 9, and was interviewed by the Atlanta Constitution. ALDEN IRONS, labor and social affairs adviser, Office of Inter-African Affairs, briefed graduate theology students from Wesley Theological Seminary, Washington, on African refugees, February 10. Ambassador DONALD NORLAND spoke at Tennessee State University on "Africa: Reviews and Prospects for U.S. Involvement," as part of an Afro-American Week celebration, February 10. He was interviewed by the Nashville Banner & Tennessean, and WSM-TV.

ROBERT C. FRASURE, Zimbabwe and part-time Namibia desk officer, traveled to southern Africa for consultations. ALAN L. KEYES, desk officer for Botswana, Lesotho and Swaziland, transferred to the Policy Planning Staff. WILLIAM E. LUCAS, assistant South Africa desk officer, began Afrikaans training in preparation for assignment to Pretoria. BARBARA T. BILLICK transferred from West African Affairs to Southern African Affairs, as secretary for the South African desk officers. DONALD W. BORN, director of the Economic Policy Staff, spent six weeks in December/January as an informal adviser at the Ministry of Finance and the National Bank of Liberia. DANIEL WATERMAN of the Economic Policy Staff spoke on "U.S. Economic Policy in Africa," January 30-31, at Mohawk Valley College, Utica, N.Y. On February 12 he participated in a videotape interview on the same subject, for a Florida cable TV system.

LUSAKA, Zambia—Ambassador *Frank G. Wisner* (wearing tie) presents meritorious service increase awards to *Ibrahim Pandor*, left, supply supervisor; *Shirley Mee*, administrative specialist; *Taxon Lungu*, shipping clerk.

The annual conference of the African-American Institute was held in Freetown, Sierra Leone, January 8-12. Assistant Secretary RICHARD M. MOOSE attended, along with Ms. Lancaster; JENNIFER WARD, multilateral affairs officer; JOHN VINCENT, director of public affairs; and MARSHALL CARTER, assistant country officer for Nigeria. A congressional delegation also attended, headed by Rep. WILLIAM GRAY of Pennsylvania. RICHARD T. SALAZAR, executive director in the bureau, traveled to southern Africa, in mid-December, visiting such posts as Pretoria, Johannesburg, Gaborone and Salisbury.

WILLIAM J. BURKE has assumed his duties as the administrative officer for the bureau, in the executive director's office. He replaces JOSEPH C. WILSON, who left the first of the year for Pretoria, where he is serving as general services officer. Replacing Mr. Burke in the post management section is ANN MONTGOMERY, a recent graduate of the A-100 class. DONALD WESTMORE, country officer for Kenya and the Seychelles, left East African Affairs for an assignment on detail to the staff of Senator WILLIAM ROTH JR. (R.-Del.), chairman of the Government Affairs Committee. RICHARD ROTH will replace him as country officer for Keyna and the Seychelles.

The bureau held its annual administrative officers conference in Nairobi, Kenya, February 2-6. Attendees included officers from the 50 African posts, 10 regional administrative employees and guest speakers from the functional bureaus of the Department in Washington and the regional procurement office in Bonn, West Germany. The conference organizers were Mr. Salazar, deputy executive director GERRY MANDERSCHEID, personnel officer KATHY AUSTIN, and administrative specialist PATTI HOWARD. ☐

Arms Control and Disarmament Agency

The agency's Distinguished Honor Award was given to SPURGEON M. KEENY JR., deputy director of the agency, 1977-81, now scholar-in-residence at the National Academy of Sciences. Mr. Keeny was cited for demonstrating an "outstanding mastery of arms control and national security subjects as well as a persistent determination to achieve a strong, balanced national security policy." Superior Honor Awards were given to former assistant directors GEORGE W. ASHWORTH, DAVID M. CLINARD, THOMAS D. DAVIES and CHARLES N. VAN DOREN, and to Ambassadors ROBERT W. BUCHHEIM, JONATHAN DEAN, CHARLES C. FLOWERREE and HERBERT F. YORK. Meritorious Honor Award recipients were JANET Z. BARSY, A. M. CHRISTOPHER, NORMAN G. CLYNE, PIERCE S. CORDEN, ERIC P. ERLANSON, DIANE A. FERGUSON, LAWRENCE E. FINCH, EDMUND S. FINEGOLD, R. LUCAS FISCHER, LOWELL FLEISCHER, THOMAS GRAHAM JR., JAMES T. HACKETT, THOMAS A. HALSTED, A. JAMES HARTZLER, MARY E. KLAIBER, DAVID A. KOPLOW, JULIA B. KRENZEL, Brigadier General JOHN R. LASATER, JOSEPHINE A. LEGEER, ALFRED LIEBERMAN, HARRY R. MARSHALL JR., VIRGINIA McGUIRE, ROBERT P. MIKULAK, JAMES MONTGOMERY, ROBERT E. MORRISON, ALAN F. NEIDLE, HOMER R. PHELPS, JAMES M. POPE, ROBERT S. ROCHLIN, DEAN F. RUST, PHILIP G. SCHRAG, THOMAS W. SCOVILLE, WILLIAM B. STAPLES, CARLTON E. THORNE, JAMES P. TIMBIE, RICHARD L. WILLIAMSON JR., HAZEL L. WYATT and C. RAY YOUNG.

JAMES L. MALONE, who had been serving as the agency's acting director since January 21, was nominated by PRESIDENT REAGAN to be assistant secretary of state for oceans and international environmental and scientific affairs. Ambassador RALPH EARLE II resigned from the agency January 20 after serving a year as director. Before that appointment, he was U.S. ambassador to the strategic arms limitation talks in Geneva. Mr. Van Doren, who headed the Non-Proliferation Bureau, retired after 18 years of Government service. Admiral Davies, who headed the Multilateral Affairs Bureau, retired February 3. A graduate of the U.S. Navy Academy, he received his presidential appointment as an agency assistant director in 1974. Mr. Scoville, executive director of the General Advisory Committee on Arms Control and Disarmament, left the agency after almost three years to pursue outside interests. JOHN M. JOYCE left the agency February 9 to take a Russian language course at the Foreign Service Institute, prior to going to Moscow as counselor for science affairs. JOHN R. CAMBERN, who was assigned to the Weapons Evaluation and Control Bureau, retired after 17 years of Government service, 14 of them with the agency. Captain MICHAEL C. McMULLEN left after completing a year with the agency working on issues relating to theater weapons. He returned to duty with the Air Force to work in the Pentagon on the research and development of the MX missile system. RICHARD H. WILCOX has been detailed to the Federal Emergency Management Agency to serve as the acting director of the Office of Operations Support. ☐

Consular Affairs

On January 28 Assistant Secretary DIEGO C. ASENCIO addressed an audience of faculty and students at Georgetown University sponsored by Delta Psi Epsilon fraternity. He presented the certificate of completion to advanced consular course participants, at a luncheon on February 13. On January 22 he addressed a meeting of the Coalition of Federal Hispanic Employees, in the Department. On February 12 Mr. Asencio addressed a luncheon meeting of the Club de Habla Espanol, at the Department of Agriculture. The organization consists of U.S. Government employees who wish to maintain their Spanish-speaking proficiency.

From February 9-13, deputy assistant secretary ROBERT FRITTS headed the Department team attending the consular conference in Nairobi. The team consisted of JAMES L. WARD, director, Citizens Emergency Center; DAVID BLOCH, a bureau management analysis officer; CAROL L. ROSE of the Visa Office's Post Liaison Division; ADA ADLER of the Office of Refugee Programs; and RUTH ANN MEYERS of the Immigration and Naturalization Service. On the way to Nairobi, Mr. Fritts stopped in London to meet with consular officials, including consul general ALAN GISE, to discuss operation of the automated non-immigrant-visa/computer-assisted processing system.

A consular assistance team traveled to Mexico, January 8-23, to examine consular space and procedures, with a view to assisting the mission in carrying out its consular responsibilities for the next few years. The team leader was VICTOR DIKEOS, a retired Foreign Service officer who is a

VISA OFFICE—At awards ceremony, from left, *Gerald Brown, George Fourier, Roy Mackay, Eleanor Harris,* Assistant Secretary *Diego Asencio; Sue Patterson, Cornelius (Dick) Scully, Eleanore Raven, Donald Griffin.* (Absent for the picture were Richard Ruble, Gloria Snyder, Iris Makle. *(Photo by David Humphrey, Visual Services)*

consultant to the Department. The team also consisted of MERLE E. ARP, assistant executive director for the bureau; EDWARD KREUSER, associate director for the Visa Office; John J. Leech, area officer and FIORANGELO Di PAOLO, architect with the Office of Foreign Buildings; and JEROME F. TOLSON, special assistant to the assistant secretary for administration. Following the visit by the team, GERALD GOLDMAN, director of management planning for the bureau, and NORMAN SINGER, director of field support for the Visa Office, traveled to Mexico City, Monterrey and Tijuana, to meet with consular personnel. In Mexico City they also met with the consular agents from Acapulco, San Luis Potosi and Oaaca. The purpose of their visit was to develop a strategy for carrying out consular operations in the late 1980s. Their study, using Mexico as a model, explores different ways to cope with consular workloads in 1985 and beyond.

Attending a board of governors meeting of the Association of Immigration and Naturalization Lawyers, in Phoenix, January 22-23, were WILLIAM MAULE, deputy assistant secretary for Visa Services; CORNELIUS D. SCULLY, director of the Visa Office's Legislation, Regulations and Advisory Assistance Division; and ELIZABETH J. HARPER, consultant to the bureau.

Joining the Visa Office Advisory Opinions Division was JOSEPH F. FAGEN. Attending a legislation and regulation develpment workshop, December 8-12, was GUIDA EVANS-MAGHER. VAN CALDWELL attended a course on automated information systems concept development and design, February 2-6. GERALD BROWN attended a management development seminar in Oak Ridge, Tenn., February 8-20. HELEN PAVILON and THELMA D. SHANKLE have retired from the Visa Office's Public Services Division. SHELDON ROSEN, L. TRAVIS FARRIS and MICHAEL DUFFY of the bureau's System Staff traveled to London at the end of January for the testing of the non-immigrant-visa/computer-assisted processing system. JOHN HOTCHNER, from Passport Services' Office of Program Support, took part in the Foreign Service Institute's advanced consular course, January 19-February 13. GARY ROACH, Office of Special Operations, and ALICE STEVENS RITCHIE, Passport Services Evaulation and Standards Division, were in Shreveport, La.; Little Rock, Ark.; and New Orleans to conduct passport application acceptance seminars, February 9-13. Glencoe, Ga., was the site for a training seminar for customs agents conducted by NANCY MEYER, Evaluations and Standards Division, February 19-20. ☐

East Asian and Pacific Affairs

Deputy assistant Secretary ANTHONY C. ALBRECHT, on January 31, attended a luncheon hosted by the U.S.-Korea Economic Council, in New York, in honor of Korea PRESIDENT CHUN. He participated in economic discussions during Mr. Chun's visit in Washington, February 2. On February 11, Mr. Albrecht addressed senior business executives, participating in the Department's Executive-Diplomat Seminar, on "The Far East: Policy Issues and Prospects."

In the Office of Chinese Affairs, the former ambassador to the People's Republic of China, LEONARD WOODCOCK, had consultations in the Department, February 15-20. Office of Economic Policy director WILLIAM PIEZ spoke before the Foreign Affairs Interdepartmental Seminar, Asian Region Session, on "The American Economic Policies Toward Asia," January 13. In the Office of Austrialia, New Zealand Affairs, PATRICIA A. LANGFORD joined the desk as a country officer for New Zealand. ☐

CANBERRA, Australia—Labor attache *James F. Shea* receives Meritorious Honor Award. With him is *Mrs. Shea*. He has been reassigned to Tel Aviv.

Economic and Business Affairs

Assistant Secretary DEANE HINTON, was chairman of the U.S. delegation to civil aviation consultations with Japan, in Honolulu, January 12-15. B. BOYD HIGHT, deputy assistant secretary for transportation and telecommunications, and the Office of Aviation director, JAMES FERRER JR., also were members of the delegation.

WILLIAM MILAM, director of the Office of Monetary Affairs, was a member of the U.S. delegation to the Organization for Economic Cooperation and Development's working party on balance-of-payments problems, in Paris, December 10-11. On the same trip, Mr. Milam consulted with Embassy London and major banks in London on international financial issues. The deputy director of the office, MARSHALL CASSE, presented a paper, on structural adjustment policies, to the Consortium on Agricultural Trade Research, in Tucson, December 15-17. He also addressed the Tucson area Committee on Foreign Relations. In February, Mr. Casse undertook a speaking tour to southern California, addressing the San Diego/Rancho Bernardo Community Forum, the San Diego State University Institute on World Affairs and the second symposium on international contracting, in Los Angeles. JOHN WOLF, FRANK PARKER and JOHN DAWSON of the same office participated in informal seminars on country risk assessment, sponsored by the Federal Reserve Bank of New York.

The chief of the Tropical Products Division, JOHN BARCAS, represented the Department at the National Cotton Council annual meeting, in Atlanta, February 22-24. In an address to the Cotton Council International, he outlined the ongoing negotiations, in the UN Conference on Trade and Development, to create an international cotton agreement, and the effort to establish Cotton Development International, a production, research-oriented organization. PAUL T. WALTERS of the Tropical Products Division represented the Department and served as alternate U.S. representative to the UN conference on jute and jute products, in Geneva, January 12-30. There will be a followup session on the conference next June. DANA M. MARSHALL of the Office of Business Practices traveled to meetings of the Organization for Economic Cooperation and Development's committee on restrictive business practices, in Paris, the week of January 19.

New employees in the bureau include DANNY LEIPZIGER, deputy director, Planning and Economic Analysis Staff; DIANA MONTGOMERY, Office of Investment Affairs; RICHARD BOUCHER, Office of East-West Trade; JOSEPH P. RICHARDSON and JOHN ANDRE, Commodity Policy Division; MARK TOKOLA, Special Trade Activities Division. ☐

European Affairs

Assistant Secretary GEORGE S. VEST and Ambassador HORST GRUNERT, German Democratic Republic, exchanged the instruments of ratification of the U.S./East German Democratic Republic consular convention, in the department, January 19. Deputy assistant secretary ROBERT L. BARRY spoke on relations with the Soviet Union and Eastern Europe at the Executive-Diplomat Seminar, in the Department, February 11. Ambassador THOMAS O. ENDERS, U.S. representative to the European Communities, was in Washington for consultations, January 26-29 and February 9-10. He addressed the Woodrow Wilson International Center, January 28, and the Houston World Trade Club, February 11. PETER G. SHOETTLE, political/military officer for the Federal Republic of Germany desk, Office of Central European Affairs, attended the Executive Performance Seminar in Berkeley Springs, W. Va., January 11-16. JAMES D. BINDENAGEL, economic/commercial officer for the Federal Republic of Germany desk, participated in a Department of Energy nuclear fuel cycle workshop, in Washington, January 13-15. On February 2, JANET WILMINK joined the staff of the Office of Central European Affairs, as secretary to the Federal Republic of Germany desk officer. RICHARD E. COMBS, deputy director, Office of Soviet Union Affairs, spoke to college and business group audiences about U.S.-Soviet relations, in Jacksonville and Daytona Beach, Fla., February 2-3. On January 7, WILLIAM H. HILL of the exchanges section of the Office of Soviet Affairs, traveled to Sweet Briar College, Sweet Briar, Va., to speak on U.S.-Soviet relations in the 1980's. ☐

BERN—Children of embassy employees celebrate the winter season with donkey rides, a Swiss tradition. Applauding the approach of the donkey is *Marion Davis*, center, who planned the rides.

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassador LOREN LAWRENCE, Jamaica, and Ambassador ARTHUR HUMMEL, Pakistan, in early February. Ambassador SPIERS was also able to announce the selection of two bureau analysts to participate in the Director of Central Intelligence Exceptional Intelligence Analyst Program: JON A. WIANT, special assistant for narcotics intelligence, and BOWMAN H. MILLER, analyst for political reporting on the Federal Republic of Germany, Austria and Switzerland. This program, intended to enrich the skills and understanding of individual analysts, is available to a limited number of career civilian and military intelligence officers. Participants are provided maximum latitude in determining their individual programs, including such possibilities as sabbaticals to pursue university studies or temporary assignments to other U.S. Government agencies.

Mr. Spiers also presided over the bureau's honor awards ceremony in which performances of bureau personnel were recognized. Recipients included three who were given Superior Honor Awards: DAVID H. VANCE, economic analyst for petroleum matters; SANDRA H. SHAW, chief of the Cartography Division of the Office of the Geographer; and C. THOMAS THORNE, director of the Office of Analysis for Africa. Meritorious Honor Awards were given to DAVID E. RANDOLPH, analyst for Central American affairs; WALTER K. ANDERSON, analyst for Indian and Sri Lankan affairs; WAYNE WHITE for Arab/Israel matters and Iraqi affairs; JOHN A. CANTWELL, chief of the Northern and Central Europe Division of the Office of Analysis for Western Europe; KENNETH ROBERTS and WARREN H. REYNOLDS, program officers in the Office of Long Range Analysis. CAROL A. BROWN, MARIAN W. DICKERSON, MARY K. QUIRK, RUSSELL M. STORMONT, MARGARET A. LEONHART, DAVID K. NICKELS and LONNIE J. PATCH were awarded high quality step increases.

A group Meritorious Honor Award was presented to those employees in the Office of Analysis for the Near East and South Asia for their Iran/Hostage work: GEORGE S. HARRIS, office director; MYLES L. GREENE, chief of the South Asia Division; analysts STEPHEN GRUMMON, ELEANOR PELTON and BARBARA J. REID; and support personnel JOHN J. KOKAL, MAE F. PICKETT, MIRIAM HARDMAN and PAMELA G. POWELL.

From the Office of Analysis for the Soviet Union and Eastern Europe, MARTHA MAUTNER, deputy director, addressed the Massachusetts Institute of Technology Sloan Fellows Management Group in the Department, January 29. DONALD GRAVES, chief of the Soviet Internal Division, spoke on Soviet domestic affairs, in Cincinnati and environs, under the auspices of the Cincinnati Council on World Affairs, January 22-23. WAYNE LIMBERG, analyst in the Soviet Foreign Political Division, lectured in the Department at a conference on Africa, January 15-16.

JAMES E. BUCHANAN, analyst in the Office of Analysis for Inter-American Affairs, spoke to the Foreign Service Institute's Latin America studies seminar on "Current Issues in U.S.-Latin American Relations," February 6. WILLIAM L. LOFSTROM, analyst for the same office, lectured on "Bolivia: Cocaine, Corruption and Politics," to a Central Intelligence Agency in-house narcotics seminar, January 28. PETER ROMERO, analyst, traveled to Central America, including Panama, January 14-February 2. During the familiarization trip, he met with local mission personnel, local government officials and op-

INTELLIGENCE AND RESEARCH—*H. Donald Gelber,* left, deputy to director for policy and planning, receives Distinguished Honor Award from outgoing Under Secretary *Matthew Nimetz.* Mr. Gelber, as counselor for mutual security affairs, Embassy Ankara, was cited for his role in negotiating the agreement between the United States and Turkey on economics and defense. *(Photo by Glenn E. Hall, Visual Services)*

position party members. Topics of discussion included Central American perceptions concerning events in El Salvador, U.S. foreign policy and its impact on the region, domestic political issues, and the Panama Canal.

LEWIS ALEXANDER, the Department geographer, presented a paper at a Central Intelligence Agency-sponsored conference on "Ocean Resource Uses in the 1980s," in Rosslyn, Va., February 2-4. SANDRA SHAW, chief of the Cartography Division of the Office of the Geographer, attended the Board of Geographic Names advisory committee meeting on names in Micronesia, in Menlo Park, Calif., the week of February 2.

For the Office of Analysis for East Asia and the Pacific, deputy director LOUIS G. SARRIS was to attend the East and South Asia NATO experts meeting in Brussels, February 18-20, and consult with Embassy Paris officials on East Asian developments, February 21. Analysts PAULA CAUSEY and DANIEL KIANG recently assumed their duties in that office.

Captain RICHARD R. RAGER, Navy, formerly acting chief of the General Purpose and Theater Forces Division of the Office of Politico-Military Analysis, was awarded the Meritorious Service Medal (based upon his performance in the Bureau of Intelligence and Research) by order of the secretary of the Navy. JAMES CHAMBERLIN, analyst in that office's Nuclear and Scientific Division, attended the nuclear weapons orientation course at Kirkland Air Force Base, N.M., December 8-12. He also consulted at the Lawrence Livermore National Laboratory. CHARLES COHEN, analyst in the same division, attended the nuclear weapons orientation course, January 12-16. RAUL HERRERA and ALAN MARTIN, interns, recently joined the office, and will be working on various projects during the spring term.

For the Office of Economic Analysis, JAMES REDDINGTON, analyst in the Commodity and Developing Country Division, attended the Stanford University Energy Modeling Forum dealing with the questions about the vulnerability of U.S. oil imports, in Los Angeles, February 9-10.

H. DONALD GELBER, director of the Office of Analysis for Western Europe, and HUGH DE SANTIS, analyst in that office, attended a seminar on British defense policy, at Georgetown University's Center for Strategic and International Studies, January 15. They also attended a colloquium at the Wilson Center at which General EDWARD ROWNEY discussed the future of SALT, January 27. In addition, Mr. Gelber and JENNIFER NOYON, analyst in the same office, attended a conference on "The Political Psychology of the Cyprus Conflict: An Update," at the Middle East Institute, January 10. F. HERBERT CAPPS, deputy director, participated in a seminar on Greenland home rule, sponsored by the embassy of Denmark, at which the chairman of the ruling Provincial Board, SEALER MOTZFELDT, spoke, January 25.

For the Office of Analysis for the Near East and South Asia, director GEORGE S. HARRIS attended a conference on "Law and the Iranian Hostage Situation," at Carnegie Endowment, February 6. Analyst STEPHAN GRUMMON participated in discussions on the Persian Gulf and Iran, sponsored by the World Affairs Council in Cincinnati, January 29-30. ELIZA VAN HOLLEN, analyst in the same office, participated in a conference on Afghanistan at the University of Southern California, February 6. LARAINE CARTER, analyst, lectured on the "Saudi Military Trainee" at Egland Air Force Base, in southern Florida, January 23. ☐

Inter-American Affairs

FRANCIS R. STARRS, director of Mission Operations, Organization of American States, retired in January after 27 years of Government service. His last foreign assignment was political counselor in Mexico City. FRED EXTON and GARDEL FEURTADO have joined Caribbean Affairs as country desk officers for the eastern Caribbean, with Mr. Exton covering Barbados and the Windward Islands, and Mr. Feurtado the Leewards and also the Netherlands Antilles. Jamaican country desk officer MARSHA BARNES played an active role in the trip to Washington by PRIME MINISTER SEAGA, who was the first official foreign dignitary to meet with PRESIDENT REAGAN. SUNETA L. HALLIBURTON of the Office of Panamanian Affairs was in Panama, January 25-February 1, to participate in consultations on bilateral issues.

BOLIVIA WORKING GROUP—From left: *Samuel F. Hart*, director, Office of Andean Affairs; Ambassador to Bolivia *Marvin Weissman; Stephen M. Block, Lee Henderson, Samuel D. Eaton;* Assistant Secretary *William G. Bowdler; Philip B. Taylor; William Knepper, Robert Blohm.* Mr. Bowdler presented the Superior Honor Award to the group members for their work during the July 17 coup in La Paz.

The Office of Mexican Affairs has reverted to the status of a country directorate with the departure of Ambassador-at-large ROBERT KRUEGER and eight assistants. The deputy director, ROBERT PASTORINO, visited the Southwest for a series of speaking engagements on U.S.-Mexican relations, and consultations with the American consulate at Ciudad Juarez and the International Boundary and Water Commission in El Paso. Political officer GORDAN DUGAN spoke to the Latin American area study course at the Foreign Service Institute.

On January 8, deputy assistant secretary JAMES CHEEK addressed the National War College, at Fort McNair, on Central America. On January 26 he spoke on the subject of U.S.-Central American foreign policy before a meeting of the Foreign Missions Association, at the Shoreham Hotel. International relations officer BONNIE A. FRANK, of the Office of Brazilian Affairs, visited Embassy Brasilia, the consulates general in Sao Paulo and Rio de Janeiro, and the consulate in Salvador for consultations and orientation, February 1-17. THOMAS M. COONY, deputy director of the office of Brazilian Affairs, spoke at the National War College on January 8, on U.S.-Brazilian relations and the effect of modernization in Brazil on these relations. ☐

International Narcotics Matters

Deputy assistant secretary CLYDE D. TAYLOR served as alternate head of delegation at the 29th session of the UN Commission on Narcotic Drugs, in Vienna, February 2-11. The commission meets annually to review worldwide drug problems, and monitors implementation of the two international drug treaties. ALBERT L. GLAD, chief of the Global Support Division, Office of Global Strategy and Support, and officials of the U.S. Drug Enforcement Administration visited Hungary and the Federal Republic of Germany, where they discussed strengthening of controls on the trade in certain licit drugs. MATTHEW H. VAN ORDER, training adviser, Office of Global Strategy and Support, traveled to the Federal Law Enforcement Training Center, Glynco, Ga., in January. Mr. Van Order inspected the center with a view toward transferring a part of the bureau's international narcotics control training program to that site. During the week of January 19, GEORGE RECACHINAS, financial analyst in the Office of the Controller/Executive Director, and JAMES THORSON, consultant, traveled to Bogota, Colombia, to provide the narcotics unit with short-term financial and contract review assistance. Also during January, several personnel changes occured: DOROTHY MITCHELL, chief of the Commodity Management Division, Office of Global Strategy and Support, retired on January 29; RICHARD BROWN has been reassigned from the Office of Program Management to fill this position. EVELYN GREEN relinquished her duties as principal office secretary in the Office of the Controller/Executive Director, to become an administrative services assistant. BONNA BONARD left her job as secretary to Mr. Taylor to become a contract specialist in the bureau. On January 18, RALPH EARL, chief of the Narcotics Assistance Unit, Ecuador, retired. DAVID ARROYO extended for one additional year his contract with the bureau to provide narcotics advisory services to the program in Colombia. The bureau welcomed WILLIAM CAMP, on detail from the Office of Personnel Management, who will spend three months with the bureau as part of the Executive Development Program. ☐

Legal Adviser's Office

MARK B. FELDMAN, deputy legal adviser, participated in negotiations of the Iranian claims settlement agreement, and has been working with the claimants and other interested agencies to implement its terms. On January 23 he addressed the New York State Bar Association on this subject. DAVID A. COLSON, acting assistant legal adviser for oceans, environment and scientific affairs, attended Transboundary Air Pollution Coordinating Committee discussions, in Ottawa, February 5. New arrivals in the office are attorneys JoANN DOLAN, JAMES HACKNEY, T. MICHAEL PEAY and CAROL SCHWAB. PETER KIRSCH is the new staff assistant, replacing L. BRADLEY HITTLE, who has been assigned to Antwerp. BETTY WOODS joined the staff as a part-time employee in the law library. ☐

Near Eastern and South Asian Affairs

On December 9, deputy assistant secretary JOSEPH TWINAM traveled to Minneapolis, where he addressed the World Affairs Council. Mr. Twinam discussed U.S. policy toward the Persian Gulf. On December 18, he spoke to members of the

Washington Export Council at their annual Department briefing. Deputy assistant secretary MORRIS DRAPER and DAVID ROBINS, Office of Egyptian Affairs, represented the Department at the annual joint meeting of the Egyptian-U.S. Joint Business Council, in Miami, December 3-5. DAVID PATTERSON, energy-technology adviser in the Economic Affairs Office, discussed a variety of bureau issues at a class sponsored by the Washington Center for Learning Alternatives, January 15. ULRIC ST. CLAIR HAYNES JR., ambassador to the Democratic and Popular Republic of Algeria, resigned his position on February 5. He will resume his previous duties as vice president for the Middle East and Africa at the Cummins Engine Co., Columbus, Ind. Ambassadors who recently consulted in the bureau included ARTHUR W. HUMMELL JR., Pakistan; SAMUEL W. LEWIS, Israel; and NICHOLAS A. VELIOTES, Jordan.

The following personnel recently arrived in the bureau: MARVIN WOLFE, budget officer, and GERALDINE CHARBONNIER, secretary, Office of the Executive Director; RICHARD DOTSON, country officer for Saudi Arabia, and CAROL MERESMAN, secretary, Office of Arabian Peninsula Affairs; BERNARD ALTER, country officer for Bangladesh, and RUSSELL M. STORMONT, secretary, Office of Pakistan, Afghanistan and Bangladesh Affairs; and KATHLEEN MILNE, secretary, Office of Israel and Arab-Israel Affairs.

BERNARD JOHNS visited Chicago, February 11-13, to deliver a lecture on "Oil, Islam, Israel and Instability," before the Chicago Council on Foreign Affairs. Mr. Johns also addressed the Mid-America Arab Chamber of Commerce and executives of Standard Oil of Indiana on Middle East economic and political trends and U.S. policy.

SINAI SUPPORT MISSION

Liaison officer GARY PRITCHARD completed his tour of duty at the field mission, and departed January 30 for home leave and a year's leave without pay. Ambassador FRANK E. MAESTRONE, director, visited the Middle East in February, for consultations at the field mission, in Cairo, Jerusalem and Tel Aviv. BARRY KNAUF, associate director for contracting; ROBERT KRANTZ, deputy associate director for contracting; and mission legal adviser JERRY FINK, AID, were at Greenville, Tex., in February, for contract negotiations with E-Systems, Inc., contractor for the mission. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary THOMAS PICKERING traveled to Toronto and Ottawa, January 6-7. While in Ottawa, he addressed the Ottawa Association of Applied Economics and the Economic Council of Canada. In Toronto, he addressed the annual meeting of the American Association for the Advancement of Science, on "International Exchange of Scientific and Technical Information." DAVID McCLINTOCK and BARBARA BAUM, Office of Food and Natural Resources, and PHYLLIS N. WINDLE, from the Office of Environment and Health, were also present at the Toronto meeting. Mr. McClintock presented a paper at the climate and food session on "The Tihama Famine of 1970 as a Case Study of Climate Vulnerability and Response." The paper concerned the 1980 famine in the Yemen Arab Republic, which resulted from a drought brought on by the absence of monsoon winds and precipitation. Ms. Baum presented a paper on "International Dimension of Scientific and Technical Information Exchange," and Ms. Windle presented a paper on the American Association for the Advancement of Science/ Department of State Science, Engineering, and Diplomacy Fellowship Program. Both are working at the Department under the joint fellowship program.

Department of Look-Alikes

Ricky

Max

They say in Nairobi (you can see why) that young Max Kalhammer looks like a movie star—specifically, Ricky Schroder, who appeared in the film "The Champ." Max's father, Frederick, is an AID audit officer at the U.S. embassy in Kenya. His mother, Jacquelyn, is employed there as a personnel assistant. Max swims, skis, plays soccer and tennis—and, it is said, also goes to school.

On January 9, Mr. Pickering, accompanied by RICHARD RUBLE of the Office of Cooperative Science and Technology Programs, traveled to Cairo. Mr. Pickering signed an agreement with the Egyptian deputy prime minister for economic and financial affairs. They continued to Jerusalem for the board of governors meeting of the U.S.-Israel Binational Industrial Research and Development Foundation, and on to Amman to meet with Jordanian government officials on science and technology cooperation. E. G. KOVACH, deputy director of the Office of Advanced Technology, led the U.S. delegation to the January plenary meeting of the Committee for Scientific and Technological Policy, in Paris, January 27-29. He also served as alternate U.S. delegate to the meeting of the NATO Science Committee, in Brussels, February 5-6.

RICHARD E. BENEDICK, coordinator of population affairs, held consultations on various population issues in Geneva and Rome, January 9-16. In Geneva, he met with director-general HALFDAN MAHLER of the World Health Organization, deputy director general S. K. JAIN of the International Labour Office, officials concerned with biomedical research, and the Ecumenical Council. In Rome, Mr. Benedick met with director general EDOUARD SAOUMA of the Food and Agriculture Organization, executive director MAURICE WILLIAMS of the World Food Council, ELETTA MARTINI, vice president of the Chamber of Deputies, biomedical research scientists, and several officials of the Vatican and the Society of Jesus. From January 26-February 4, Mr. Benedick was U.S. representative to the 21st biennial session of the UN Population Commission in New York. While there, he met with executive director RAFAEL SALAS of the UN Fund for Population Activities, and participated in a meeting with international institutions and foundations concerned with applied research in human fertility. JUDITH SCHMIDT, Office of the Coordinator of Population Affairs, also attended the population commission meeting, and met with various private organizations in the population field to discuss their activities in North Africa and Southeast Asia.

MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs, signed a governing international fisheries agreement relating to fishing activities of Norway off the coasts of the United States, January 26. The agreement sets out the arrangements between the countries which will govern fishing by Norwegian vessels within the fishery conservation zone of the United States. The agreement will come into force after the completion of internal procedures by both governments. The signing of this agreement took place in Washington. His excellency **KNUT HEDEMANN**, Norwegian ambassador to the United States, signed for Norway. Mr. Busby accompanied by **LARRY L. SNEAD**, Office of Fisheries Affairs, and **MIKE DANAHER**, Legal, participated in the Atlantic salmon working group meeting, hosted by Canada, in Ottawa, January 28-29. Delegations from the European Community, Sweden, Norway, Iceland and the Faroe Islands also participated. **JAMES A. STORER**, director of the Office of Fisheries Affairs, attended a workshop on the "Future of International Cooperation in Marine Technology, Science and Fisheries," January 18-22, in La Jolla, Calif. The workshop was sponsored by the National Academy of Sciences. **NORMAN WULF**, director of the Office of Marine Science and Technology Affairs, participated in law of the sea meetings, in Bonn, West Germany, January 12-15. Mr. Wulf also attended an Ocean Policy Committee workshop on the future of international cooperation of marine technology, science and fisheries, in La Jolla, January 18-22. He was in New York, January 28-February 6, working on the drafting committee for the upcoming 10th session of the law of the sea conference. Commander **TERRY SATTLER** of the same office was also in New York, January 12-27, as a member of the delegation to the law of the sea drafting committee. **WILLIAM ERB**, from the Office of Marine Science and Technology Affairs, attended an executive performance seminar, January 12-16, in Berkeley Springs, W. Va.

MARY LAMAR has transferred from the Office of Advanced Technology to the Office of Marine Science and Technology Affairs. **JOHN P. BORIGHT**, director of the Office of Nuclear Technology and Safeguards, was in Vienna, Austria, January 30-31, for consultations on international plutonium storage. **TERRI JONES**, Office of Non-Proliferation and Export Policy, traveled to Los Alamos, N.M., January 20-22, to attend the nuclear fuel cycle course. **ALEXANDER K. SLEGHT** of the Office of Environment and Health provided staff support for the third meeting of the U.S.-Panama Joint Commission on the Environment, in Panama City, January 12-14. **JACK BLANCHARD**, Office of Environment and Health, represented the Department at the transboundary air pollution agreement discussions, in Ottawa, January 5-7. **ANNE WICKHAM** of the Office of Food and Natural Resources was a member of the U.S. delegation to the first consultative meeting of the contracting parties to the agreement on the conservation of polar bears, January 20-22, in Oslo, Norway. □

Credits

The second installment of "FSOs," the new comic strip that STATE launched in its February issue, appears this month on Page 93. The artist and creator is Bernard Penny who, for the last 12 years, has been a scientific linguist at the Foreign Service Institute, in charge of Bulgarian, Czech and Polish training. His ideas have been developed with the help of his wife, Toba.

Mr. Penny

After an initial run of "FSOs," Mr. Penny will move on to other acronyms and symbols that are familiar to those who work in the Department.

* * *

The cartoon work on Page 65 is by Catherine Allen Carlson. Her husband is AID's regional legal adviser, based in Tunis. □

Politico-Military Affairs

Office of the Director: **RICHARD R. BURT** has assumed his duties as director, replacing **REGINALD BARTHOLOMEW**.

Office of International Security Policy: Director **WILLIAM ROPE**, deputy director **JAMES McNAUGHTON**, Colonel **WILLIAM HARRIS** and **KENNETH LONGMYER** visited the Supreme Allied Command for the Atlantic to discuss political and military issues with officers of the command. As guests of the fleet commander, **ADMIRAL HEDGES**, the Department officials visited the nuclear carrier USS Nimetz and a submarine.

Office of Munitions Control: **JOSEPH P. SMALDONE**, chief of the Arms Licensing Division, lectured on "The Arms Trade and Nuclear Proliferation," at Sweet Briar College, in Virginia, January 21. **FRANKLIN C. MARCUS**, licensing officer; **BARBARA McCOY**, secretary; and **ANN DIEMER**, research clerk, recently joined the staff.

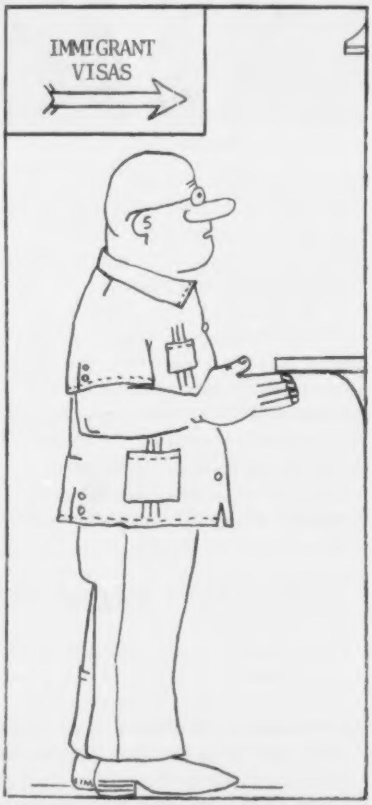
Office of Nuclear Policy and Operations: **LOUIS WARREN** attended a three-day Department of Energy course at Los Alamos, N.M., on the technical aspects of nuclear weapons proliferation. Lieutenant Colonel **BUD UTHE** attended the five-day nuclear weapon orientation advanced course conducted by the Air Force's Interservice Nuclear Weapons School, at Kirtland Air Force Base, N.M., December 8-12.

Office of Security Assistance and Special Projects: Deputy director **IRWIN PERNICK** spoke on "Arms Transfer Policy," January 8, to a group of visiting foreign military officers. Mr. Pernick also lectured to a defense systems management college group, at Ft. Belvoir, on "State Politico-Military Perspectives," February 4.

Office of Systems Analysis: Political officer **RAND BEERS** visited the Army War College to discuss possible study topics that the Army's Strategic Studies Institute will undertake in the coming year. □

Public Affairs

Office of Public Communication: **PHYLLIS YOUNG**, editor of the Department of State Bulletin and executive secretary of the bicentennial coordinating group, held a direct-line interview with **CHUCK DEBRUIN** of KSPO Radio in Spokane, Wash., February 11. She discussed the history of the State Department and the bicentennial activities. ■



"I'd like to apply under the sixth preference—'skilled workers in short supply.' I'm an economist."

Letters to the Editor

—(Continued from Page 1)

brief him on the latest politico-military developments.

I also wish especially to call attention to the totally inaccurate impression given by the journalist (whom Mr. Trask stated "summarized the situation aptly") who said: "Notwithstanding the personal prestige of the Secretary of State, the organization he heads has only to be mentioned in almost any circle, American or foreign, to arouse either doubt, despair or derision."

Secretary Hull

In rebuttal of Mr. Trask's criticism of Secretary Hull, I should like to refer to a quotation from a letter from President Roosevelt to Secretary Hull, who was hospitalized at the time and who on November 21, 1944, felt obliged to submit his resignation because of his illness. The President wrote: "It has been sad for me even to contemplate the ending of our close relationship during these 12 years. It is not merely that our personal relations have been so uniformly and invariably agreeable, or that our joint work has borne true success in so many fields, as it is the personal feeling of not being able to lean on you for aid and intimate interchange of thought. This is especially true because we have come so far along the road of friendly relations among nations that I have counted so much on your help in carrying this work through the final stage of complex and difficult conditions which still face us." The President then made a suggestion that "when the United Nations is set up, I shall continue to pray that you as the Father of the United Nations may preside over its first session."

It was paradoxical but nonetheless a fact that one or two cabinet members would sometimes assail a policy decision of the State Department, frequently in the name of President, while at that very time Secretary Hull and the President were working together in the closest harmony. If this close working relationship had not existed, President Roosevelt would certainly not have proposed in successive years Secretary Hull's candidacy for the Nobel Peace Prize which the Secretary did receive in 1945.

Frankly I am distressed at Mr. Trask's references to Secretary Hull, a truly great patriot, and I hope he will make a retraction of his misrepresented statements in the next issue of STATE. Moreover I hope that when the 20,000-word history of the Department is published, his inaccurate statements about Secretary Hull and the Department will be corrected.

Sincerely,
GEORGE W. RENCHARD
(Retired FSO and ambassador) ☐

TRANSFER TREMORS .... by ebp

I was almost transferred to GERMANY, but I met a BONNie lass and went to Scotland.

¶ I was almost transferred to BEIJING, but a lunCH IN An oriental restaurant convinced me I wouldn't like the food.

I was almost transferred to REYKJAVIK, but with all that ICE, LANDing there was difficult. ☐

Yes, you may

KUWAIT

DEAR SIR:

I was amused by the "Transfer Tremors" in the December issue. May I submit the following "Foreign Folderol"?

- I wanted to go to the Marine Ball while in INDIA, buy MADRAS wasn't ready at the tailors.
- It's not only a long way to Tipperary, but it's a LILONGWE to MALAWI, too!
- I asked about my R&R trip to JORDAN, and they told me AMMAN Friday's flight.
- I asked to be assigned to the CAMEROON, so I could DOUALA the things I couldn't back home!
- I kicked a can in the streets of MOZAMBIQUE, and MAPUTO was sore for a week!

Sincerely,
MARK SANNA
Regional security officer ☐

Affirmative action

WASHINGTON

DEAR SIR:

I have been informed by the Board of Examiners that the Department, having reviewed its testing policy, has decided to assess all candidates who passed the 1979 Foreign Service written examination. As one of the many passers who was previously denied the assessment, I obviously welcome this policy reversal.

I am grateful for the NEWSLETTER'S contribution to my cause in publishing my letter to the editor (April 1980) and all subsequent responses to it. I also appreciated the oral encouragement and support I continually received from interested persons within the Department. And lastly, I am encouraged by the Department's policy reversal, as it demonstrates its eventual sincerity to the principle of equal opportunity.

Sincerely,
Caroline P. Wiznitzer □

"Thursday group"—a reply

Tegucigalpa, Honduras

Dear Sir:

Certain things in life are unfortunately predictable—such as Mr. Royle's letter concerning the Thursday Luncheon Group (December issue).

We are supposed, according to Mr. Royle, "to be working toward getting away from this sort of thing—membership based on color, creed, sex, etc."

Perhaps we could get away from it faster if Mr. Royle would question in his next letter to the editor why there are few, *if any*, black ambassadors or AID mission directors in Latin America and the Caribbean.

Sincerely,
John R. Clyne
Regional legal adviser and member,
Thursday Luncheon Group □

Let's hear it for Trømso!

Chicago

Dear Sir:

The map in the December issue omitted a post very close to my heart—Trømso, in northern Norway. Even though this is a one-officer post, it provides a very important presence for the United States in the area in Norway closest to the Soviet Union. In addition, this is America's northernmost post. The citizens of Trømso want equal time!

Sincerely yours,
Louis A. Lerner
U.S. ambassador to Norway, 1977-80

Clip this photo and take it with you on your next trip to Trømso. It qualifies you for an introduction to Haven N. Webb, *above, the Foreign Service officer who, one would assume, is the principal officer at this U.S. post.* □

Oops! Tania match this?

Tel Aviv, Israel

Dear Sir:

While I am delighted with the new name you have seen fit to bestow upon me (Tania suggests narrow passageways, eyes peering through half-opened shutters, all the mystery that I had hoped for in a name), I think the author of the December story on Christmas celebrations in Arabia deserves full credit for her successful effort. Therefore I most reluctantly give up my new designation and ask (my mother would approve) for my own back.

Yours truly,
Carolyn R. Bargeron

Dear Ms. Bargeron: You blew the whistle before we could send you a correction stamped TOP SECRET. Now all our readers know that the bylines got switched in our "Christmas 'round the world" section. The fact is that you were the author of the article entitled "In a Jewish country . . . " Tania Ponomarenko wrote "In a desert kingdom . . . " □

'Dismay'

Silver Spring, Md.

Dear Sir:

Reading about plans for Christmas and Chanukah parties in Israel (December issue) disturbed me. I noted, with some dismay, that the Chanukah party to be held at a private residence in Tel Aviv was to feature both a Chanukiah (an eight-light candelabrum lit in celebrating Chanukah) and a Christmas tree, but no Chanukiah was scheduled to be displayed together with a Christmas tree at the Christmas party scheduled to be held at a Catholic Girls' Home in Jerusalem.

I believe that logic would have dictated the Chanukah party be held in Jerusalem, at the Western Wall—close to the site of the original Chanukah event, and that a Chanukiah be displayed beside the Christmas tree at the Christmas party.

Sincerely,
Ronald S. Blum
ICA (retired) □

'Dear S/hir'

Washington

Dear S/Hir:

Haven't we had enough of the s/he and s/her controversy? What is the big deal about it? I'm for women's rights and equal pay for equal work and all that. But I feel downgraded by what's going on, not, if you will excuse the expression, uplifted.

Doggone it, 'man' didn't make the two sexes; God did. What woman, despite all her protestations, would really want to look like a man? Then why try so hard to act like one? What's so wonderful about men that we want to emulate them so badly? I for one (and I know there are many, many like me), am not ashamed to be a woman. I'm delighted to be one. And you can call me "she" and "her" and (chair)woman all you want, and I'll lap it up. Doggone it again, if we aren't "man" enough to take the genders in stride, then something's wrong.

Down through the ages we've proved "we can do anything you can do," and oftimes better. So now can't we just be ourselves and do everything in stride? In other words, can't we still go on to whatever heights we want to go, or want *not* to go, and continue being what most of us prefer: "she" and "he," "her" and "him"? And, if you can't tell the difference, then I feel sorry for you. . . not for me.

Sincerely,
BETTE LOWENGRUBE
Bureau of Inter-American Affairs
Office of Regional Economic Policy ☐

Androgynous word

WASHINGTON

DEAR SIR:

I offer the following solution to the s/he problem. Why not just use the word "they"? If we are talking about hims and hers in a single word, it already exists. Try it in a sentence. You'll like it.

Sincerely,
CHIP BECK ☐

A founding mother

WASHINGTON

DEAR SIR:

In "State's old standbys say 'hi' on holidays" (December issue), Elizabeth Harper is noted as the first president of the Women's Action Organization (WAO). B.J. Harper was the first women's program coordinator at State. Ambassador Mary Olmsted (ret.) was the first president of the WAO. As one of the founding mothers of WAO, I know!

Sincerely,
BERNICE BAER
Women's Research and
Education Institute ☐

Correction on Cicero

WASHINGTON

DEAR SIR:

On Blachly's December quiz, being fairly certain that Cicero lived in the first century B.C., I checked and found that M. Tullius Tiro invented his *notae Tironianae* ("Tironian notes") in 63 B.C., not 638 B.C.

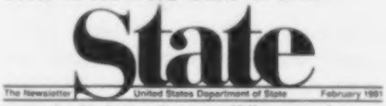
Sincerely yours,
LEROY M.LAROCHE
Export-Import Bank ☐

Our secret is out

AMSTERDAM, NETHERLANDS

DEAR SIR:

In perusal of your January issue, one notices its new cover-page format. Something has changed. In further scrutiny of this cover page, one observes the word 'State' in comparatively large letters. Whereas the magazine's raison d-etre, and what it is usually referred to as 'The Newsletter' has been reduced to exceedingly small block lettering.



State
The Newsletter United States Department of State February 1981

It is the considered opinion of several employees at this post that the word 'Newsletter' be enlarged in size and be made more conspicuous, as heretofore, and perhaps its monthly edition number could also be included.

Sincerely,
S. MOREY BELL
Consul general ☐

Great! But. . .

FALLS CHURCH, VA.

DEAR SIR:

Congratulations on the new cover and format (January issue) of your newsletter. As a former Foreign Service officer (my last assignment was as commercial counselor at Bonn, Germany) I have always enjoyed its pages. I have noted a marked improvement in the quality of the stories, and especially of the pictures, and particularly those entitled "Post of the Month," which depict the staff at work or at play.

Why don't you go the rest of the way, and eliminate those deadly, boresome (almost nauseating) pictures of award or plaque presentations with which the magazine is still overloaded. (Examples: Pages 39, 41, 45, 47, 48, 49, 51, 55, 56, 57, 58, 60.) Pictures such as those on the following pages are interesting: 10, 14, 15, 16, 17, 25, 32, 34, 35, 36, 37, 44, 46, 52. If posts want to take pictures of award ceremonies, let them: but spare us those God-awful group pictures over and over and over!

"Boresome"

"Interesting"

But anyway, congratulations!

Sincerely,
E.F. BECKER ☐

Short memory

NORTHOLT, MIDDLESEX, ENGLAND

DEAR SIR:

The NEWSLETTER for November appears to have suffered more than a slight lapse of memory, judging by its story: "After 50 years: a trip to the U.S." You recount the loyal and commendable 50 years of service at the embassy in Lisbon of Fernando Almeida, a national employee. He and his wife were received and duly honored by Secretary Muskie and other high ranking officials of the State Department. You went on to say that no one could recall anything like this happening before in the Foreign Service, nor could anyone immediately recall a national employee who had served so long.

Perhaps I may be permitted to refresh your memory by referring to the NEWSLETTER for October 1974, Page 19, which contains the headline: "2 mark 50 years of consular expertise." On that page you described the 50 years of service, 1924-74, achieved by me at the embassy in London, and also the 50 years completed during the same period by Gladys R. Duggan at the embassy in Dublin.

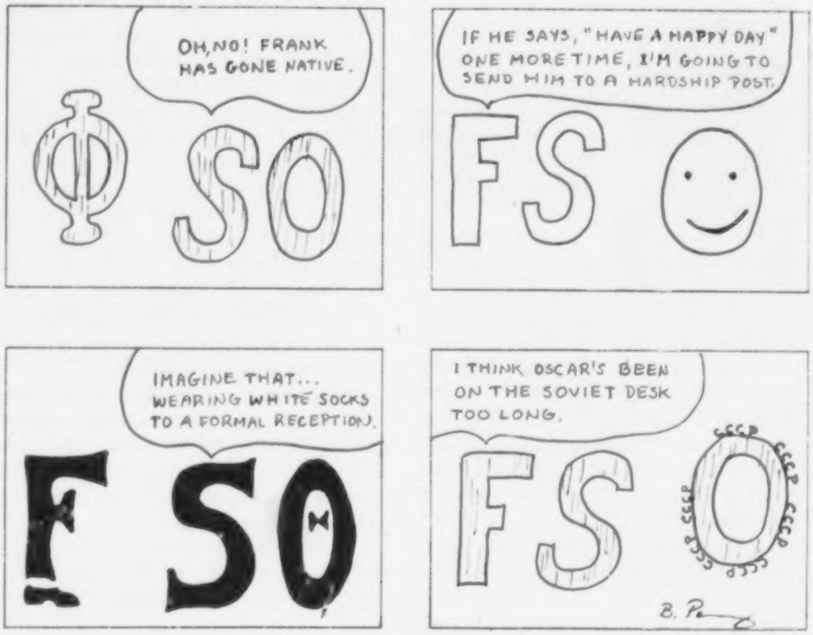
As you also recorded, Miss Duggan and I, with my sister, were invited to Washington for consultation purposes and to be honored by the Secretary. We experienced a very enjoyable week.

Mr. Corcoran and Miss Duggan in 1974.

Mr. Almeida is indeed to be congratulated for his long and faithful service, but he was not the first in the field to reach half a century of service to the United States.

Sincerely yours,
EDWARD J. CORCORAN
Retired consular specialist,
American embassy, London ☐

FSOs


OH, NO! FRANK HAS GONE NATIVE.
ΦSO
IF HE SAYS, "HAVE A HAPPY DAY" ONE MORE TIME, I'M GOING TO SEND HIM TO A HARDSHIP POST.
FS
IMAGINE THAT... WEARING WHITE SOCKS TO A FORMAL RECEPTION.
FSO
I THINK OSCAR'S BEEN ON THE SOVIET DESK TOO LONG.
FSO
CCCP CCCP CCCP CCCP CCCP CCCP

Was anyone else there?

SANTA BARBARA, CALIF.

DEAR SIR:

In your December quiz, you told readers *when* the ballpoint pen was invented or introduced (1944), but not *by whom*. My recollection is that it was first manufactured and marketed in Argentina, in 1944, as you say. I was there at the time. I have forgotten the name of the inventor but I believe he was a German or a Hungarian refugee.

Can you help refresh my memory? I think the first ballpoint pen was called "Stratopen."

Sincerely,
ROBERT E. WILSON
FSO (Retired) ☐

Have you served in Moscow?

FORT MYERS BEACH, FLA.

DEAR SIR:

Some of us who served in Moscow during and after WWII are organizing a reunion. We plan to hold it in Washington on Wednesday, May 6, 5 to 7 p.m. This date may be convenient for those FSOs and USIA out-of-towners who will be in Washington for the May 1-8 reunions. It would help us if we could hear from any "survivors" who read this letter, giving to the undersigned an indication of interest in attending and sending the names and address (and names of spouses) of people they're in contact with.

We would like, too, your span of service in Moscow and your suggestions for the format (a good speaker, for instance), and for entertainment (other than vodka and balalaikas). We would be glad to send any one who responds the list we have already complied, which is sure to jog 30-40-year-old memories.

ELIZABETH EAGAN
2580 Eastero Boulevard
Zipcode 33931 ■

Obituaries

Josephine DiBlasi, 68, chief of the Office of Security's Evaluations Division, died of cancer on January 26. A native of New York, she earned a bachelor's in economics from Brooklyn College and was employed by the Navy Department during the war.

Ms. DiBlasi

Serving her entire 34-year Department career in Security, Ms. DiBlasi held clerical positions in the Latin American section, External Security Branch, and the Communications and Records Division. She was a clerk-supervisor in the Evaluations Division, and became an evaluator in 1951. Ms. DiBlasi was appointed chief of that division in 1975.

She leaves a brother, Jack, and a sister, Marianne St. Paul, of 530 E. 72nd Street, New York, N.Y. 10021. The family suggests donations to the Vince Lombardi Cancer Research Center, Georgetown University Hospital, 3800 Reservoir Rd., Washington 20007. □

Margaret H. Keller, 60, former chief of the Research and Liaison Branch in the Bureau of Consular Affairs, died of cancer at Sibley Memorial Hospital on January 15. Her first appointment was in 1967 to the Passport Office, Administrative Division. Transferred to the Domestic Operations Division in 1968, she became a passport examiner later that year. She was assigned to the Research and Liaison Branch in 1979, and served there as chief until retiring last year.

Ms. Keller was born in Pennsylvania and graduated from Chathem College in Pittsburgh. In addition to her husband, she leaves two children and a brother. The family suggests contributions to the United Way of the National Capital Area or the Memorial Fund of the National Presbyterian Church. □

Honoré Marcel Catudal, 79, a lawyer and commercial-policy expert in the Department for many years, died after a long illness, on February 1. Born in Kansas, Mr. Catudal had a bachelor's from St. Mary College, Leavenworth, Kan., a master's from Catholic University and a diploma from Ecole Libre des Sciences Politiques, Paris. He had also studied in several other institutions and was a member of the District of Columbia bar.

Between 1929 and 1935 Mr. Catudal was associated with the U.S. Customs. He served as Treasury representative in Paris, 1930-32. In 1935 he joined the Department as an economics analyst for trade agreements. In 1961, he worked on legal matters relating to trade agreements.

He wrote a number of articles, relating to international trade agreements. For years he also wrote questions and answers about presidents of the United States, which were published in the Washington Star.

Mr. Catudal is survived by his daughter, Trudy A. Gardner, Columbia, Mo., a son, and four grandchildren. □

Stanley L. Wagenheim, 62, a retired budget and fiscal officer who was deputy comptroller at the Georgetown University Center for Strategic and International Studies, died after a stroke at the Veterans Administration Hospital in Fort Howard, Md., on January 22.

Mr. Wagenheim joined the Foreign Service in 1952. He was an administrative assistant in Rome and Paris and a budget and fiscal officer in Athens, Canberra, Belgrade and Bogota. He retired in 1971.

He was a native of Virginia. He served overseas in the Army during the war, and worked for the Veterans Administration, 1948-52. Mr. Wagenheim leaves his wife, of 4620 North Park Ave., Apt. 503W, Chevy Chase, Md. 20015, a son, his parents and a brother. The family suggests contributions to a charity of one's choice. □

Dean R. Merrill, a retired budget and finance officer, died of cancer at George Washington University Hospital on January 26. He was 73.

An employee of the Government for over 30 years, his service included five years with the wartime Office of Price Administration and two with the War Assets Administration. Mr. Merrill worked for the State Department as a control officer, 1950-53, and then was employed by the Army for the next three years. Returning to State in 1956, he served as a supervisory administrative officer and budget analyst until he retired in 1972.

Mr. Merrill was born in Utah. He attended Utah State University and the George Washington University law school. He was a member of the District of Columbia bar. Survivors include his wife, four children, a brother and 13 grandchildren. The family suggests contributions to the Children's Hospital National Medical Center, Washington, D.C. □

Gordon B. Strong, 75, an international economist who retired in 1962 after 18 years with the Department, died on January 14. Mr. Strong served as counselor in Pusan, 1951-55; counselor for economic affairs in Kabul, 1957-60; and first secretary in Ankara, 1960-62. Mr. Strong was born in Iowa. He completed a Ph.D. at the University of Chicago, where he also earned his bachelor's and master's. He headed the economics departments at both Elmhurst College and Duquesne University. During the '40s he was an economic analyst for the Board of Economic Warfare, and then director of research for the Joint War Production Committee. Survivors include his wife, of 8316 Lee Highway, Fairfax, Va. 22031. □

Grant Wallace LaRue, 70, a consular officer whose last appointment before retiring in 1965 was consul general to Turin, died on January 19. Joining the Foreign Service in 1937, his other posts included Ottawa, Bombay, Algiers, Ciudad Juarez, Panama, Zurich and Nogales.

A member of the Missouri bar, and a native of that state, Mr. LaRue earned his law degree and two bachelor's degrees at the University of Missouri. Survivors include his wife, of Unit 2, Apt. 726, 8340 Greensboro Dr., McLean, Va. 22102. □

Charles M. Rice, Jr., 73, a Foreign Service officer who retired in 1959 after an assignment to Rome as second secretary, died on January 2. He was a native of Montana. He served in London and Berlin during the early years of his career, which began in 1931. After appointments as budget and fiscal officer to Buenos Aires, Manila and Mexico City, he was assigned to Warsaw as second secretary in 1956. Survivors include his wife, of 6919 Wilson Way, El Cerrito, Calif. 94350. □

Delia Fergnani, 71, a retired Foreign Service secretary, died on January 7. She was born in New Hampshire and joined the Foreign Service in 1946. In addition to assignments in the Bureau of Personnel and the Bureau of Inter-American Affairs, she served in Asuncion, Oslo, Rome, San Salvador, Port-au-Prince, Cairo, Alexandria, Martinique and Santo Domingo. Ms. Fergnani retired in 1969. Survivors include her neice, Carole A. Archibald, of 2 Netherton Ave., Beverly, Mass. 01915. □

Elwyn and Susanna Klebenov, the wife and 14-year-old daughter of Foreign Service officer Eugene Klebenov, who is on temporary assignment in Washington, died in a fire February 3 in Dedham, Mass. Mrs. Klebenov had accompanied her husband on assignments to Panama, Bogota and Oslo. Besides Mr. Klebenov, there are three surviving children, ages 17, 15 and 11, all of 25 Village Ave., Dedham, Mass. 02026. □

Elizabeth Henderson, 73, wife of retired consul general James E. Henderson, died on July 15. She had accompanied her husband on assignments to many posts, including Vancouver, Tallinn, Salonika, Beirut, Guadalajara, Manila and Naples. In addition to her husband, of 25984 Mesa Dr., Carmel, Calif. 93923, Mrs. Henderson leaves two daughters and nine grandchildren. □

Helen E. Davis, 66, wife of retired Foreign Service officer Frank A. Davis, died at Holy Cross Hospital on December 31, after a long illness. Mrs. Davis had accompanied her husband on assignments to Munich, Paris, Havana, Guatemala and Geneva. In addition to her husband, of 10667 Montrose Ave., Bethesda, Md., she leaves a son and a daughter. ■

New directives

Organization and functions

The functions of the Office of Evacuation and Relocation (A/OPR/WLG), except those relating to claims matters, have been transferred from the A area to the Operations Center (S/S-O). A statement was reissued to reflect this change, as well as other changes. (TL: ORG-128)

The functional statement for the Office of Equal Employment Opportunity is changed to include civil rights enforcement responsibilities—and the title and symbol is changed to the Office of Equal Employment Opportunity and Civil Rights (M/EEOCR). (TL: ORG-129)

A new functional statement was added for the Classification/Declassification Center ((A/CDC), Section 247). Revised statements for other offices which have related classification/declassification responsibilities will be issued separately. (TL: ORG-131)

Personnel

The validity of FAMC No. 780, "Special Allowance," dated January 10, 1979, has been extended to January 6, 1982. (Uniform State/USICA Issuance) (FAMC No. 1)

The validity of FAMC No. 781, "Compensatory Time Off at Certain Posts in Foreign Areas," dated January 10, 1979, has been extended to January 6, 1982. (FAMC No. 2)

Classification/declassification responsibilities assigned to the Office of the Under Secretary for Management, the legal adviser, the Bureau of Administration, and the Bureau of Public Affairs are announced, pending codification in 1 FAM. (FAMC No. 4)

A new Appendix A has been published for the 3 FAM Index. The appendix consists of a listing of all federal Government forms, along with corresponding section references found in Volume 3. (TL: PER-508)

The Merit Promotion and Placement Program regulations have been issued to replace those issued on November 5, 1975. (TL: PER-1091)

The performance evaluation and rating plan for Civil Service employees of the Department has been revised, effective January 1, 1981 the beginning of the 1981 rating year. (TL:PER-1094)

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in post libraries overseas. Free, single copies may be ordered from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520.

Secretary Haig

Opening statement at confirmation hearings, Senate Foreign Relations Committee, 1/9/81 (Current Policy No. 257).

News conference, Department of State, 1/28/81 (Current Policy No. 258).

East Asia and Pacific

Two years of U.S.-China relations, January 1, 1979-December 29, 1980 (Bulletin reprint, 2/81).

International economics

Trade patterns of the West—1979, 7/17/80 (Special Report No. 74).

Indicators of East-West economic strength—1979, 11/5/80 (Special Report No. 75).

Trade of NATO and Communist countries—1976-79, 12/1/80 (Special Report No. 76).

GISTS

The Baltic republics (2/81).

Madrid CSCE followup meeting (1/81).

Foreign investment in the United States (12/80).

UN Conference on New and Renewable Sources of Energy (12/80).

Indochinese refugees (11/80).

Background Notes

Albania (12/80).

Belgium (10/80).

Botswana (11/80).

Central African Republic (11/80).

European Community (10/80).

France (10/80).

Gabon (12/80).

Guinea (10/80).

Hong Kong (12/80).

Ivory Coast (10/80).

Malawi (10/80).

Netherlands (10/80).

Sierra Leone (11/80).

Swaziland (11/80).

Other publications

A short history of the U.S. Department of State, 1781-1981 (Bulletin reprint, limited edition, but also carried in January 1981 Bulletin).

Bicentennial Notes No. 1: Department of State completes 200 years (12/80).

Bicentennial Notes No. 2: the Department of State today (12/80).

Bicentennial Notes No. 3: Bicentennial reception and awards ceremony (1/81).

Your trip abroad, Bureau of Consular Affairs (Revised November 1980).

Information for married applicants, 1981, Board of Examiners (1/81). □

Library Booklist

The Balkans

A selection of recent books. Call numbers are given for those in the Department library.

General

Bailey, Ronald H. *Partisans and guerrillas.* Alexandria, Va., Time-Life Books, 1978. 208p. D802.B29B34 (On underground resistance in the Balkans during World War II.)

Fischer–Galati, Stephen, ed. *The communist parties of Eastern Europe.* New York, Columbia Univ. Press, 1979, 393p. JN96.A979C65

Larrable, F.S. *Balkan security.* London, International Institute for Strategic Studies, 1977. 44p. DR48.5.L36

Linden, Ronald H. *Bear and foxes: the international relations of the East European states, 1965-1969.* New York, Columbia Univ. Press, 1979. 228p. DR48.5.L55

Marer, Paul, ed. *East European integration and East-West trade.* Bloomington, Indiana Univ. Press, 1980. 432p. HC244.E22

Petersen, Phillip A. *Soviet policy in the post-Tito Balkans.* Washington, G.P.O., 1979. 157p. Dr38.3.R9P4

Rakowska-Hamrstone, Teresa, ed. *Communism in Eastern Europe.* Bloomington, Indiana Univ. Press, 1979, 338p. HX238.5.C65

Silnitsky, Frantisek, ed. *Communism and eastern Europe: a collection of essays.* New York, Karz Publishers, 1979. 242p. HX238.5.C.64

Tokes, Rudolf L., ed. *Opposition in Eastern Europe.* Baltimore, Johns Hopkins Univ. Press, 1979, 306p. DR48.5.06

Volgyes, Ivan, ed. *The peasantry of eastern Europe.* New York, Pergamon Press, 1978, 2 vol's. HD583.P4

Yugoslavia and Albania

Alexander, Stella *Church and state in Yugoslavia since 1945.* Cambridge, Cambridge Univ. Press. 1979. 351p. BR966.3.A.4

Borowiec, Andrew *Yugoslavia after Tito.* New York, Praeger, 1977. 122p. DR370.B63

Clissold, Stephen *Croat separatism: nationalism, dissidence and terrorism.* London, Institute for the Study of Conflict, 1979. 21p. D839.3.D6 no. 103

Comisso, Ellen T. *Workers' control under plan and market: implications of Yugoslav self-management.* New Havens, Yale Univ. Press, 1979. 285p. HD5660.Y8C56

Dahlquist, Paul W. *The politics of balance in Tito's Yugoslavia.* Monterey, Naval Postgraduate School, 1979, 278p. DR370.D32

Hehn, Paul N. *The German struggle against Yugoslav guerrillas in World War II; German counter-insurgency in Yugoslavia, 1941-1943.* New York, Columbia Univ. Press, 1979. 153p. D802.Y8H43

Logoreci, Anton *The Albanians: Europe's forgotten survivors.* London, Gollancz, 1977, 230p. DR941.L63

Martin, David and others. *Patriot or traitor: the case of General Mihailovich: proceedings and report.* Stanford, Ca., Hoover Institution Press, 1978. 499p. DR359.M5C63

Pejovich, Svetozar *Social security in Yugoslavia.* Washington, American Enterprise Institute, 1979. 46p. HD7211.6.P37

Prifti, Peter R. *Socialist Albania since 1944: domestic and foreign developments.* Cambridge, MIT Press, 1978. 311p. DR701.S86P7

Robinson, Gertrude Joch *Tito's maverick media: the politics of mass communication in Yugoslavia.* Urbana, Univ. of Illinois Press, 1977. 263 p. P92.Y8R6

Rogel, Carole *The Slovenes and Yugoslavism, 1890-1914.* New York, Columbia Univ. Press, 1977. 167p. DB34.S6R63

Schrenk, Martin and others. *Yugoslavia, self-management socialism and the challenges of development: report of a mission sent to Yugoslavia by the World Bank.* Baltimore, Johns Hopkins Univ. Press, 1979. 392p. HC407.Y8S35

Tomasevic, Nebojsa, ed. *Yugoslavia: republics and provinces.* Belegrade, Jugoslavenska Revija, 1979. 256p. DR305.5.Y84 1979

Wilson, Duncan *Tito's Yugoslavia.* Cambridge, Cambridge Univ. Press, 1979. 269p. DR370 .W54

Bulgaria and Romania

American Transylvania Federation. *Witnesses to cultural genocide: first-hand reports on Rumania's minority policies today.* New York, American Transylvania Federation, 1979. 209p. DR279.92.H8W57

Bell, John D. *Peasants in power; Alexander Stamboliski and the Bulgarian Agrarian National Union.* Princeton, Princeton Univ. Press, 1977. 271p.. HD815.S74B44

Bobango, Gerald J. *The emergence of the Romanian national state.* New York, Columbia Univ. Press, 1979. 307p. DR244.B59

Braun, Aurel *Romanian policy since 1965: the political and military limits of autonomy.* New York, Praeger, 1978. 217p. DR267.B72

Moser, Charles A. *Dimitrov of Bulgaria: a political biography of Dr. Georgi M. Dimitrov.* Ottawa, Ill., Caroline House, 1979. 360p. DR89.2.D55M67

Pilon, Juliana Geran *Notes from the other side of night.* South Bend, Regnery, 1979. 146p. (Description of Romania, based on a tour of the country in 1975.)

Tsantis, Andreas C. and R. Pepper *Romania, the industrialization of an agrarian economy under socialist planning: report of a mission sent to Romania by the World Bank.* Washington, World Bank, 1979. 707p. HC407.R8T812

Verzariu, Pompiliu and J.A. Burgess. *Joint venture agreements in Romania: background for implementation.* Washington, G.P.O., 1977. 98p. HF1429.V35

Greece, Turkey and Cyprus

Ahmad, Feroz *The Turkish experiment in democracy, 1950-1975.* London, Royal Institute of International Affairs, 1977. 474p. DR590.A694

Attalides, Michael A. *Cyprus, nationalism and international politics.* New York, St. Martin's Press, 1979. 226p. DS54.5.A95

Binnendijk, Hans *Turkey, Greece, and NATO: the strained alliance: a staff report to the Committee on Foreign Relations, U.S. Senate.* Washington, GPO, 1980. 64p. DR479 .U5B35

Clogg, Richard *A short history of modern Greece.* Cambridge, Cambridge Univ. Press, 1979. 241p. DF757.C56

Couloumbis, Theodore A. ed. *Greek-American relations: a critical review.* New York, Pella Pub. Co., 1980. 263p. DF787.U5G7

Crawshaw, Nancy *The Cyprus revolt: an account of the struggle for union with Greece.* London, Allen and Unwin, 1978. 447p. DS54.8.C66

Findley, Carter V. *Bureaucratic reform in the Ottoman Empire: the sublime Porte, 1789-1922.* Princeton, Princeton Univ. Press, 1980. 455p. JQ1806.Z1G55

Koliopoulos, John S. *Greece and the British connection, 1935-1941.* Oxford, Clarendon Press, 1977. 315p. DF787.G7K64

McNeill, William H. *The metamorphosis of Greece since World War II.* Chicago, Univ. of Chicago Press, 1978. 264p. HN463.5.M33

Merani, Shambhu T. *The Turks of Istanbul.* New York, Macmillan, 1980. 196p. DR726.M47

Rosenthal, Steven T. *The politics of dependency: urban reform in Istanbul.* Westport, Greenwood Press, 1980. 220p. JS7495.I7R67

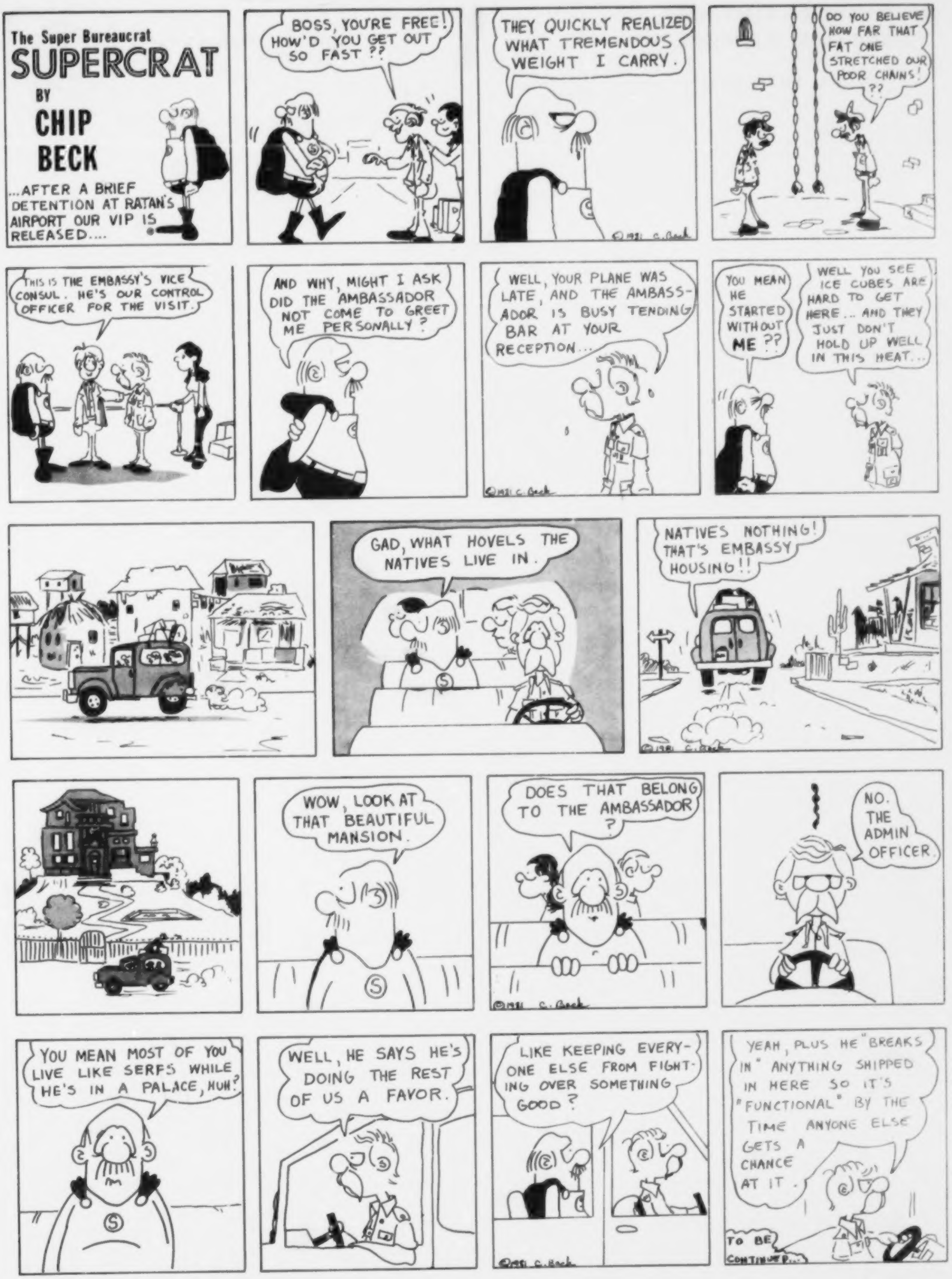
Salih, Halil J. *Cyprus: the impact of diverse nationalism on a state.* University, University of Alabama Press, 1978, 203p. DS54.5.S24

Tsoukalis, Loukas, ed. *Greece and the European Community.* Farnborough, Eng., Saxon House 1979. 172p. HC241.25.G9G74

U.S. Library of Congress. Foreign Affairs and National Defense Division. *Turkey's problems and prospects; implications for U.S. interests: report.* Washington, G.P.O., 1980. 68p. DR479.U5U6

Walstedt, Bertil *State manufacturing enterprise in a mixed economy: the Turkish case.* Baltimore, Johns Hopkins Univ. Press, 1980. 354p. HD4276.7.W34

Weber, Frank G. *The evasive neutral; Germany, Britain, and the quest for a Turkish alliance in the Second World War.* Columbia, Univ. of Missouri Press, 1979, 244p. D754.T8W42 ■


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
...AFTER A BRIEF DETENTION AT RATAN'S AIRPORT OUR VIP IS RELEASED....
BOSS, YOU'RE FREE! HOW'D YOU GET OUT SO FAST ??
THEY QUICKLY REALIZED WHAT TREMENDOUS WEIGHT I CARRY.
©1981 C. Beck
DO YOU BELIEVE HOW FAR THAT FAT ONE STRETCHED OUR POOR CHAINS! ??
THIS IS THE EMBASSY'S VICE CONSUL. HE'S OUR CONTROL OFFICER FOR THE VISIT.
AND WHY, MIGHT I ASK DID THE AMBASSADOR NOT COME TO GREET ME PERSONALLY ?
WELL, YOUR PLANE WAS LATE, AND THE AMBASSADOR IS BUSY TENDING BAR AT YOUR RECEPTION...
©1981 C. Beck
YOU MEAN HE STARTED WITHOUT ME ??
WELL YOU SEE ICE CUBES ARE HARD TO GET HERE... AND THEY JUST DON'T HOLD UP WELL IN THIS HEAT...
GAD, WHAT HOVELS THE NATIVES LIVE IN.
NATIVES NOTHING! THAT'S EMBASSY HOUSING!!
©1981 C. Beck
WOW, LOOK AT THAT BEAUTIFUL MANSION.
DOES THAT BELONG TO THE AMBASSADOR ?
©1981 C. Beck
NO. THE ADMIN OFFICER.
YOU MEAN MOST OF YOU LIVE LIKE SERFS WHILE HE'S IN A PALACE, HUH?
WELL, HE SAYS HE'S DOING THE REST OF US A FAVOR.
LIKE KEEPING EVERYONE ELSE FROM FIGHTING OVER SOMETHING GOOD ?
©1981 C. Beck
YEAH, PLUS HE "BREAKS IN" ANYTHING SHIPPED IN HERE SO IT'S "FUNCTIONAL" BY THE TIME ANYONE ELSE GETS A CHANCE AT IT.
TO BE CONTINUED...

DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA–501

U.S.MAIL

CONTROLLED CIRCULATION RATE

State

The Newsletter United States Department of State April 1981

NEWARK PUBLIC LIBRARY
APR 27 1981
U. S. GOVT. PUBS
DEPOSITORY 375

THE COVER—The oil is of Mrs. Winthrop Sargent, wife of the first governor of the Mississippi Territory, by Gilbert Stuart, circa 1805. This and a portrait of her husband, also by Stuart, were given to State by the Morris and Gwendolyn Cafritz Foundation. The paintings are on view in the Thomas Jefferson Room. (Story on Page 20)

United States Department of State

Letters to the Editor

Our Vietnamese employees

Reston, Va.

Dear Sir:

Could any of your readers tell the rest of us what is being done on behalf of the Vietnamese former employees of U.S. Foreign Service agencies who were left behind at the time of the evacuation in 1975? Surely their welfare must be a matter of extreme concern to all of us. Shouldn't all of us want to do what we can for them? To do anything, however, we need to be informed what can be done.

Sincerely,
James H. DeCou
FSIO (retired) □

The 8 who died

Embassy London

Dear Sir:

I read with interest each issue of State which we receive in our office and wish to comment on the February issue.

We are all delighted, relieved and grateful that our hostages have returned home and are apparently well and adjusting to normal life. They are to be commended, beyond question, for their strength, stamina and courage during their ordeal—which would tax the greatest. We rejoice as Americans!

However, not one word did I read about the gallant young men who lost their lives in the ill-fated rescue mission. Were there eight of them? They gave—upon command of their leaders—their lives. They were not holed up for 444 days—probably they would gladly have been imprisoned had their lives also been spared. But they gave all there is to give for their fellow man. They were not soldiers in a wartime conflict; they were, simply, men doing a duty for their fellows.

Sadly, there was nothing said

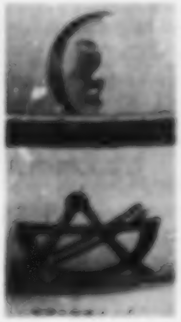
—(Continued on Page 60)

State

April 1981
No. 233

7

9



23

34

News stories

8 Six named to leadership team at State
11 Stoessel cites 'lessons' from Iran
16 State may cut 194 positions
19 Reeves wins $2,000 communicator award
20 New art acquisitions

Feature stories

2 Ken Quinn: spycatcher
14 Our own "Wonder Woman"
24 Hometown diplomacy
29 On detail to military
26 Book reviews

Photo story

32 Post-of-the-month: Addis Ababa

Departments and features

38 Alcohol awareness
43 "American Diplomacy"
6 Appointments
36 "Ask Dr. Korcak"
50 Bureau Notes
44 Diplo-Crostic, by Becker
41 Education and Training
2, 19 Honors and Awards
1 Letters to Editor
64 Library Booklist
63 New Directives
16 News Highlights
62 Obituaries
45 Personnel: Civil Service
47 Personnel: Foreign Service
60 Transfer Transom

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

State magazine (formerly the Department of State Newsletter) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: State magazine.

In the Department, contributions should be in writing and addressed to State magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, State magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. □

Honors and Awards

Meet Wrong Way Quinn

(This is a spy story)

IT SHOULD come as no surprise, really, to anyone that Kenneth M. Quinn looms as the hero of an honest-to-goodness spy story at the U.S. State Department.

It was Mr. Quinn, a much-decorated 38-year-old Foreign Service officer, who assisted in the arrest—then the prosecution—of Ronald L. Humphrey, a spy for Vietnam. For this, Mr. Quinn was honored yet again recently.

In an odd way, his achievement was, roughly speaking, predictable. You have to know something of Mr. Quinn's personal history to understand why it's logical that he, of all people, should have distinguished himself as a detective. The reason is that he has had absolutely no experience in law enforcement. This is your tipoff. All his life, Mr. Quinn—a sort of Wrong Way Corrigan in the Foreign Service—has started out in one direction, only to find himself headed the other way.

"As a kid in New York," he says, reflecting on his cloak-and-dagger activity in the Humphrey case, "I wasn't even much on playing cops and robbers." Other youngsters there were very much into that game, of course, and more than a few of Mr. Quinn's Irish Catholic pals went on to become policemen. But "Grandpa Jack," who wore the uniform (he was the second husband of one of Mr. Quinn's grandmothers), was the only connection that Mr. Quinn himself had with the force.

Later, as a college student in Iowa, he took only a single course on Asia—"I wasn't interested in that part of the world." Yet, today, Mr. Quinn's work has been cited in books on Indo-China, and he himself is pursuing a doctorate with a dissertation on Cambodia, and is preparing a book of his own on that troubled land.

Ken Quinn* gets the Superior Honor Award. *Roxanne Conlin*, the U.S. attorney in southern Iowa, is presenting it on behalf of the U.S. Justice Department. *(Photo by Sue Mitschke)

"The Foreign Service had a lot of appeal for me when I was at Loras College in Dubuque," the FSO-3 says. "I used to think of myself being all dressed up like a diplomat, sipping an apertif at a cocktail party in some European embassy, discussing the nuances of international politics." But Mr. Quinn did not draw a European assignment; he was sent to Vietnam, during the war. Instead of cocktail parties, he saw combat—and he was wounded. The young man who, in college, thought America should get out of Vietnam, now, for self-preservation, walked about in that country carrying an M-16 rifle and a .38 snubnose revolver (which he fired only once, at a snake). For five and a half years, as a Foreign Service officer, he worked not in the U.S. embassy but in the Mekong Delta, as a district pacification adviser. The fact is, even in the years that followed, Mr. Quinn was not to serve in an embassy or consulate anywhere, let alone in Europe, the scene of his daydreams. He always drew other assignments.

And where, having embarked on this 14th year of his career, is Foreign Service officer Quinn serving today? Overseas? No. In Washington? Not even there. He is (are you in step now with the "logic" of it all?) back there in Iowa, serving in the office of Governor Robert D. Ray at Des Moines, pursuant to an assignment that was offered him under the Pearson program. He is Mr. Ray's administrative assistant, and one of his jobs is to function as liaison with the state troopers and the division of criminal investigation, which reports to the governor through Mr. Quinn. "Grandpa Jack," no doubt, would be proud of him.

"Kenneth Michael Quinn," writes Robert Hullihan of the husky six-footer in the Des Moines Register, "looks like the mayor's nephew in a political novel—the man you would be sent to see if you were trying to collect a party debt and get your brother-in-law a job with the city sanitation department. He has the almost fictional Irish face that is expected to hang in the galleries of big city political machines. He has a kind of workman's habit of sweeping back both shirt sleeves as he talks, as though he is about to plunge his hands into some sticky departmental problem that needs fixing. These are simply gestures of conversation, idle enough in anyone else but unexpected in a Foreign Service officer of the U.S. State Department—which is what Quinn is."

Reporter Hullihan, of course, as we are learning, should not have been surprised. For the personality profile he wrote, he could have uncovered even more seeming contradictions about Mr. Quinn. For example, as a young man in Dubuque, he started out by dating "a nice Irish Catholic girl." In Washington, he dated a Jewish girl, then a Protestant girl. But when he got married, it was at a temple in Saigon. A Buddhist temple. To a Buddhist girl—Le Son, who remains a Buddhist. (Their two sons, Davin, 5, and Shandon, 1, are being reared as Catholics.)

It was this marriage in 1974 to a Vietnamese woman that made Mr. Quinn—in theory, but perhaps, too, in fact—a logical suspect himself in the very case that he helped to solve. Mr. Humphrey, like Mr. Quinn, had been in Vietnam. He, too, had developed a romantic interest in a woman of that country. In 1976, when the quiet 42-year-old career man first met Mr. Quinn, he was a watch officer in the communications center at the International Communication Agency, then the U.S. Information Agency (USIA).

"At the time, I was working just down the street from him," Mr. Quinn recalls. "I was assigned to the National Security Council staff, handling Vietnamese matters. Mr. Humphrey telephoned and asked whether he could drop by, and then he came to see me in the Executive Office Building on Pennsylvania Avenue. He seemed like a nice enough guy, but very ordinary—not one to make a strong impression one way or another. We had some talk about Vietnam, and then he told me he was working on bringing a woman out of there to the United States, and he was trying to get the Swedish government to help him. He also said that, as an information officer, he wanted to keep up on what was going on in Vietnam, now that he was back in the States. And in this connection, he said he was contemplating making stops at the Indo-China Resource Center to pick up publications. This is where his confederate, David Truong, was working, though of course Mr. Humphrey didn't mention that name, and I myself had not yet heard it from anyone.

"I thought about this afterward, and I concluded, in retrospect, that Mr. Humphrey's coming to see me then was his way of trying to establish a cover for his subsequent contacts with Mr. Truong. It wasn't long afterward that he began walking out of the USIA with documents to pass on to Mr. Truong. I learned subsequently that he made an almost identical call at the State Department, where he stopped at the Vietnamese desk and gave virtually the same story to Jim Rosenthal, who was on the desk then. I told Mr. Humphrey that I, for one, saw nothing wrong about his picking up materials at the Indo-China place so long as he didn't present himself in an official way. I'd have to say that, really, there wasn't anything unusual about this meeting with Mr. Humphrey. It didn't leave me with much to think about afterward, and the fact is that, initially, I forgot about it."

But not for long. Mr. Humphrey continued, sporadically, to make contact with Mr. Quinn, keeping him posted on the campaign to win freedom for the woman, whose name was Kim. In the meantime Mr. Quinn was reassigned to the Department, as a special assistant to Assistant Secretary Richard Holbrooke in the Bureau of East Asian Affairs. "It was in March '77," Mr. Quinn says. "Mr. Humphrey called and asked to come see me. He said he had heard I was going to Hanoi with the Woodcock Commission, and he said, when I got there, wouldn't I please check with the Swedish embassy to see whether there were any new developments on Kim. I didn't at all mind, of course, doing this. I regarded Mr. Humphrey as part of the Foreign Service family, and I've always felt that we have to give each other a helping hand. So when I did get to Hanoi, I walked halfway across the city to the Swedish embassy—there weren't any taxis—and I did get an update for him, which I gave him after I got back to Washington.

"There was a lot of stuff going on at the time that I didn't know about. He was copying some sensitive cables—the number of them, ultimately, reached 111—and was passing them to Mr. Truong who, in turn, was passing them to still another Vietnamese woman who, as it happened, was a double agent working for us. But some of the early stuff did get through."

In April of that year, according to Mr. Holbrooke's nomination of Mr. Quinn for a Superior Honor Award, "the FBI discovered that a large number of classified State Department cables and reports were being passed to the North Vietnamese government by an espionage network in the United States. This breakdown in security was particularly disturbing since at the time the U.S. was engaged in sensitive negotiations with the Vietnamese aimed at resolving the MIA (soldiers missing in action) problem and establishing diplomatic relations. It was feared that this leak would compromise our entire negotiating strategy, thus severely obstructing our ability to obtain a full accounting for our missing servicemen." These cables, the U.S. Justice Department said in a court document, "provided information identifying directly or indirectly covert sources" of information then being tapped by the U.S. Government.

Only a handful of Department officers were made aware of the breach in security—Mr. Holbrooke, Mr. Quinn and deputy assistant secretaries Robert Oakley and William Gleysteen and Mr. Rosenthal in the East Asia bureau. The five alerted the Department's Office of Security and also briefed Secretary Vance, Deputy Secretary Christopher and Peter Tarnoff, executive secretary.

"Naturally, I couldn't help wondering at the time who the guilty person was," Mr. Quinn recalls. "I kept thinking—there was no way I could stop thinking it—what if it's a colleague, what if it's a good friend? I tried to think in terms of motives, and I decided there were two major possibilities. Either it was someone who was opposed to our policies and was doing it out of some perverted sense of commitment, or it was somebody who had a relationship with a Vietnamese woman and was trying to get her out of there, or get her relatives out. Since I was married to a Vietnamese person, I knew very well how terribly important the sense of family is to those people, how compellingly they feel the need for reunification of their families. For example, when I was in Hanoi shortly before, they learned there that I had a Vietnamese wife, and then the pencils were out right away, and they asked me whether she had relatives still in the country. I said no, which was true, but I would have said no anyway because otherwise you make yourself vulnerable. As it happened, my wife's relatives had come out in April '75.

Mrs. Quinn, with Shandon, left, and Davin.

"In all this thinking, it occurred to me—I know it sounds melodramatic—that I must be a suspect myself. After all, I was among those who had access to all these documents, and there was the fact of my marriage; I can't believe that this wasn't being considered. And I thought, who else at State has a Vietnamese wife? Do you know how many came to mind? I'd say about 20 or 30 guys, among them some of my closest friends. I would exclude so-and-so, saying to myself, no, he could never do this, and so on and so on."

The FBI by this time had become aware of Mr. Humphrey, by other means. Mr. Quinn, in his ruminations, also zeroed in on him. "Of course, it was only a suspicion," he says. "I had no evidence to go on, and I wasn't pretending to have any. I can't even say it was a suspicion—I thought of it just as a possibility. The thing that made me think of him was a list I was shown of the offices that had had access to the compromised cables.

"I saw USIA on the list. Then I thought: Humphrey. The woman, Kim, came to mind. There, at least, was a motive. I thought long and hard whether I really ought to go to our security people at State, and give them the name to check out. It wasn't a decision to be taken lightly. I could put myself in his place, and of course I was afraid I might hurt him if he was innocent, as he very well may have been, to my knowledge. But in the end I decided it was appropriate that I should go. The funny thing is that, when I sat down to tell about his contacts with me, I had a hard time remembering exactly what he looked like. He was nondescript. All the same, our security people became very, very interested, and they wrote down everything I said." It was this information, relayed to the FBI, that helped confirm Mr. Humphrey as a prime suspect, filling in important details for the investigators.

They began to regard Mr. Quinn as a valuable ally, and they asked him to stay with the case. As Mr. Holbrooke recounted in his award nomination: "Truong and Humphrey were not arrested until January of 1978 because of the need to gather sufficient evidence against them. In the interim, Mr. Quinn was asked to maintain personal contact with Humphrey in order to monitor his activities. Mr. Quinn did so by meeting and talking with Humphrey on a number of occasions. As a result of these encounters, Mr. Quinn was able to provide the (FBI) with significant information. (Mr. Humphrey went to Germany at one point in connection with Kim, and Mr. Quinn was able to relay a detailed itinerary to the investigators.)

The award nomination continued: "During this period, Mr. Quinn also worked diligently with the Justice Department in reviewing the cables which were compromised and identifying the specific instances in which damage was done to national security. (Mr. Rosenthal and his successor, Fred Z. Brown, as well as Lucy Hummer of State's legal staff, were among those who assisted during this stage.) Because of his detailed knowledge of the case the Justice Department asked Mr. Quinn to be the key prosecution witness during the Humphrey-Truong trial. As such, he was on the witness stand for over six hours, providing a methodical and painstakingly detailed assessment of how the compromise of these messages: assisted the Vietnamese in their negotiations with the United States; revealed the sources of much of our information on events inside Vietnam; adversely affected our ability to collect further information about our MIAs; and provided helpful information to the Soviet Union about U.S. actions and intentions in Southeast Asia.

"Despite persistent efforts by defense lawyers during four and one-half hours of cross-examination, Mr. Quinn never deviated from his testimony. The U.S. attorney for the Eastern District of Virginia and Justice Department officials involved in the case cited Mr. Quinn's testimony as the key to conviction of both defendants. Another member of the U.S. attorney's staff credited him with being 'the best witness he had observed in over seven years' in Alexandria District Court."

"The cross-examination of Mr. Quinn was absolutely brutal," recalls John L. Martin, chief of the internal security section, Criminal Division, Justice Department—the lawyer in overall charge of the case. "But he withstood that cross-examination. It was one of the most brilliant pieces of courtroom combat I had ever seen. He knew his material, and he was definite in his responses. He was able to anticipate the direction of the attack. He was cool and controlled—very controlled. He was thorough. Had he not held up in that cross-examination, we could have been in serious trouble."

Following are some of the exchanges at the cross-examination, culled at random from the trial transcript:

* * *

Q—Let me ask you whether it is also fair to say that there is a good deal of information in these cables which amounts to sort of diplomatic gossip, that you wouldn't want to say it was too much more important than that.

A—Which ones?

Q—Well, for instance, the remarks about how [a certain] ambassador is probably henpecked by his wife. She seems to be the dominant one in the pair.

A—Well, that is the same cable, though, in which I believe that the. . .ambassador is telling us about the relationship of the Soviet ambassador to the KGB; and that kind of information is—

Q—I asked you whether—

A—I know. I am saying that is the same cable. It is that type of information, while it may be seemingly innocuous here, is information we put into, and use in biographic sketches to determine how people, how diplomats react, whether they are strong people, whether they are weak people; the influence that their wives have on them. It may seem to be trivial, but in many instances, it is not.

* * *

Q—All right. If the attitude of the Vietnamese is that they are willing to account for POWs and MIAs, and if the source of that is the vice—or deputy foreign minister of Vietnam, is the revelation that he has said that and that that is what their position is, a matter that you would be prepared to tell the jury does damage to the United States?

A—It would depend on how he said it to us, when he said it, and what the conditions were when he said it; and if he said it to us in confidence and we then revealed it and he took umbrage at our revealing it, and that sometimes made our getting an accounting for MIAs then that would do damage to us.

Q—But, sir, with respect—

A—You asked me a hypothetical question. I am giving you a hypothetical answer.

Q—I understand. Now I would like to probe your answer. You have testified you haven't contacted the sources for any of the cables that you looked at; is that right?

A—Yes.

Q—So you are talking about possible damage, is that right, based on your experience?

A—Potential damage, sure.

Q—Potential damage. All right. That is a could have been; right? Or could be?

A—Or might be.

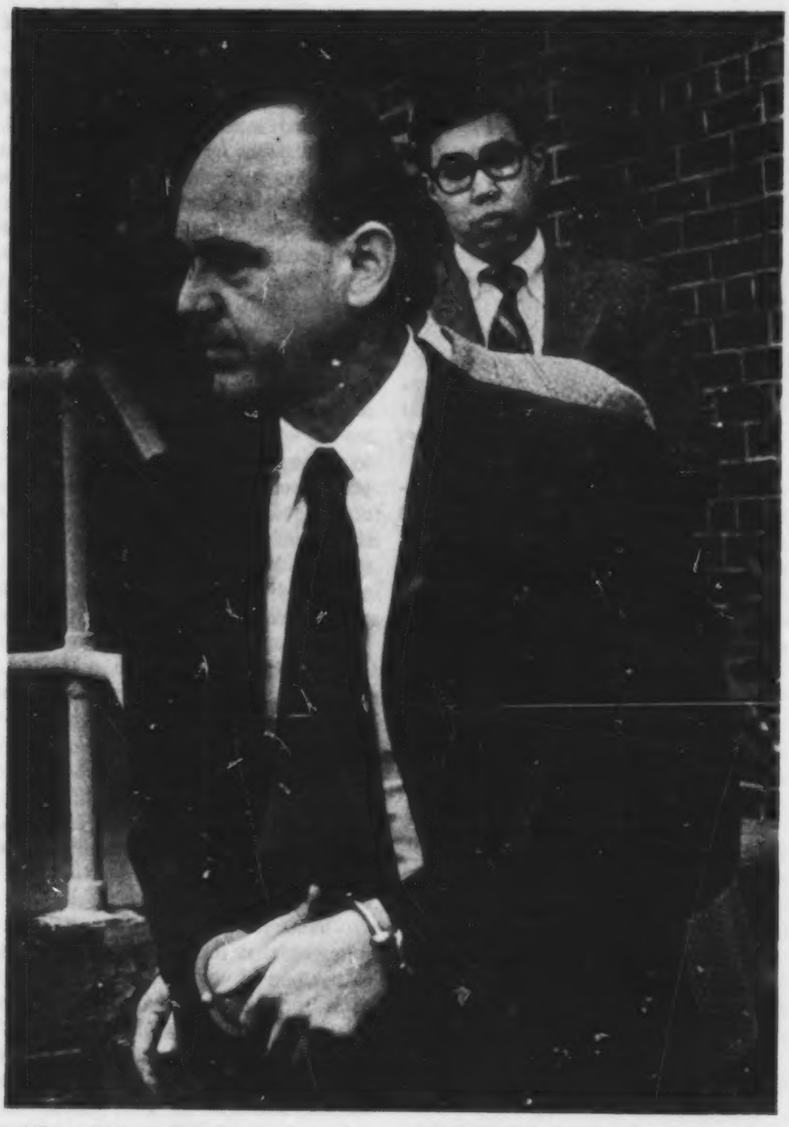
* * *

A—You asked me a hypothetical question. You are now asking me a specific question.

Q—Yes.

A—Okay. Now, that particular statement that you are asking me about, to the best of my recollection, a press conference was held after those meetings—this is in May of 1977. And at those press conferences that were held simultaneously, Phan Hien for the Vietnamese, and also our press spokesman, indicated what had taken place. And, as I best recall, included in there was a statement that the Vietnamese were going to be forthcoming on MIAs and make an effort in that regard.

Obviously, when said publicly like that, that kind of a statement, revelation of it is not injurious. However, other statements in which the Vietnamese might be prepared to be making a private concession to us in that regard and not getting something back for it, if made



Ronald Humphrey at the U.S. District Court in Alexandria, Va. Behind him is codefendant *David Truong. (Photo by Tom Allen, Washington Post)*

public, might embarrass someone like Phan Hien or their leadership in Hanoi.

So I say it depends on the circumstances, and you have to take all of these into account when giving an answer. It is very hard to have general rules about the thing!

Q—I understand. So one factor we have isolated as important, based on what you now say, is that if the information has been publicly revealed already, and if that public revelation gives the world an idea of its source—

A—No.

Q—That that is not damage?

A—No, I didn't say that. I said in that particular instance. I mean it depends on what the information is, and what has been revealed and how it has been revealed.

If something is leaked to the press about what is said, then, for instance, if on a private statement that Phan Hien would make to Holbrooke, and then somebody leaks it to the press and they have it, for the United States then to reveal it and declassify it just because somebody has leaked it could cause embarrassment and harm.

So I would say in that kind of an instance it would still be classified.

* * *

Q—All right, let's break that down. This—in other words, information is like a mosaic, isn't it?

A—You have been reading my notes.

Q—So have you. And for that mosaic you have drawn for us, you want us to imagine has a little bit of classified information up here and then it has some public information maybe down over here in the middle and some nonpublic information and a little rumor, sometimes, right?

A—You consider everything. Sometimes—

Q—Right.

A—there are nuggets of gold to be found in the strangest places.

* * *

Q—Anything you tell a journalist, unless you tell him not to publish it and he agrees, is thereafter in the public domain, isn't it?

A—I am not sure. No, I don't agree with that at all. A lot of people leak confidential materials to journalists, and I don't consider those to be in the public domain at all. That doesn't mean that something that is—in this cable is necessarily therefore declassified and no longer restricted.

* * *

THE COURT—The witness may be asked whether that affects his opinion as to the—these documents.

Q—You heard His Honor's conversation. Would that affect your opinion?

A—I would have to see the specific reference, and then compare it to the cable.

Q—But it might? It might?

A—It might, and it might not.

THE LONG ARM OF *KEN QUINN*—He immobilizes egg-thrower as another man, right, lends a hand. *Governor Ray* of Iowa is seated at left. That's Governor *Jerry Brown* of California looking up at right. *(AP Photo)*

Q—And it could?

A—And it could not.

* * *

The jury found both the defendants guilty in May 1978. Each was sentenced to 15 years in prison, but remained free on bond. Two years later, the U.S. Court of Appeals affirmed the convictions. Defense efforts to win a reversal are continuing.

"In the name of God, I ask for mercy," Mr. Humphrey pleaded as he stood before U.S. District Judge Albert V. Bryan Jr.

"Well, of course, he destroyed himself," Mr. Quinn says. " I can't help feeling it wasn't I who did it to him, or anyone else involved in the case who did it. He just did it to himself. For our part, I felt then—and still feel—there was no way we could permit this hemmorhaging of classified material. We had some 40 separate sources of information that were being compromised. Mr. Humphrey was thinking of himself, not of those persons. He didn't even take the trouble to blot their names out on the cables. He put his own situation ahead of his country, ahead of the welfare of others. He made that choice."

Apart from the spy case, "Grandpa Jack" would have even more reason today to be proud of his boy. There was the incident last summer when Rep. John Anderson came to the Midwest campaigning for President. Mr. Quinn was close at hand when he saw a stranger reach into his pocket. His first thought was that the man might be reaching for a gun. It turned out to be an egg, but Mr. Quinn didn't wait to find out. He lunged and grabbed the man from behind as the egg started on its trajectory, holding him until law enforcement men could reach the culprit. Had anything in his life ever prepared Mr. Quinn for such a contingency? Well, he had never been into boxing. He had never been into wrestling.

Mr. Quinn's boss, Governor Ray, has been elected five times—a record for Iowa. He obviously knows quite a bit about governing his state. But he says: "I don't mind at all telling you that Ken Quinn has been making my job easier. He's a very special guy. The Foreign Service is lucky to have him."

Yes, they seem to know it in Department management circles. In addition to the Superior Honor Award conferred on him for his role in the Humphrey case, he holds an earlier Superior Honor Award plus a Meritorious Honor Award. And his colleagues in the American Foreign Service Association, too, honored him in 1978 with their Rivkin Award for "intellectual courage and unusual achievement." That was for his leadership in bringing to the attention of Secretary Vance some of the problems of the Foreign Service, as seen by its professional officers. Mr. Quinn presented a letter to the Secretary signed by more than 500 career men and women, many of whom outranked him, and then he and others made an oral presentation.

Could anyone have predicted that Mr. Quinn would come so far in the Foreign Service? Certainly. Just leave it to Wrong Way Quinn. His first aim, all along, had been to play baseball for the New York Yankees. Somewhere, somehow, he got turned around.

—SANFORD WATZMAN ■

Appointments

Reagan continues to fill out foreign policy team

1 under secretary, 5 assistant secretaries slated for appointment

PRESIDENT Reagan, as of late March, announced his intention to nominate six more persons to the new foreign policy leadership team in the Department. In addition, Mr. Reagan named four ambassadors—to the Organization of American States, to Ireland, and two deputy trade representatives. All the nominations require Senate confirmation.

Under secretary:

- Economic affairs—Myer Rashish, a private consulting economist since 1963, to succeed Richard N. Cooper.

Assistant secretaries:

- African affairs—Chester Crocker, director, African studies program at Georgetown's Center for Strategic and International Studies since 1976, to replace Richard M. Moose.
- East Asian and Pacific affairs—John H. Holdridge, former ambassador to the Republic of Singapore, 1975-78, to succeed Richard Holbrooke.
- European affairs—Lawrence S. Eagleburger, ambassador to Yugoslavia since 1977, to succeed George S. Vest.
- Near Eastern and South Asian affairs—Nicholas A. Veliotes, a former deputy assistant secretary in the bureau, 1977-78, to replace Harold H. Saunders.
- Economic and business affairs—Robert D. Hormats, deputy U.S. trade representative since 1979, to succeed Deane R. Hinton.

Ambassadors:

- U.S. representative to the Organization of American States, with rank of ambassador—J. William Middendorf II, investment banker and chairman, finance committee for the 1981 presidential inaugural, to succeed Gale W. McGee.
- Ireland—William Edward McCann, president, Foundation Life Insurance Co. of America, to replace William V. Shannon.
- Deputy trade representatives, with rank of ambassador—David R. MacDonald, member of the board, Chicago Association of Commerce and Industry, and Michael B. Smith, chief textile negotiator, Office of the U.S. Trade Representative, 1975-79.

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Rashish has served on the Advisory Committee for Trade Negotiations, and was elected its chairman last year. He was a consultant to the Joint Economic Committee, 1967-71. From 1961 to 1963, he was an assistant to the President for international trade policy.

Mr. Rashish has also held other Government positions, including special assistant to the under secretary of state for economic affairs, 1961; secretary of President-elect John F. Kennedy's task force on foreign economic policy, November-December, 1960, and also the task force on the balance of payments. From 1956 to 1960, he was chief economist and staff director of the House Subcommittee on Foreign Trade Policy and the Committee on Ways and Means. He also has been an economist in State's Office of International Finance and Development Policy, 1952-53; director of the international section, Midcentury Conference on Resources for the Future, held in Washington, 1953-54; and economic consultant to the Committee for a National Trade Policy, Inc., 1954-56.

Mr. Rashish has held faculty positions at several colleges and universities. He was special assistant to the director, radiation laboratory, Massachusetts Institute of Technology, 1944-45; instructor in economics, also at the institute, 1946-47; visiting lecturer in economics at Tufts, 1948; and assistant professor of economics at Bowdoin, 1949-51.

As consultant to the Joint Economic Committee, Mr. Rashish organized a program on U.S. foreign economic policy for the 1970s, for the Subcommittee on Foreign Economic Policy. He also was a consultant to Senator Abraham Ribicoff (D.-Conn.), in connection with the senator's chairmanship of the Subcommittee on Foreign Trade, of the Finance Committee. Mr. Rashish was appointed by President Ford to the Advisory Committee for Trade Negotiations in 1976. He was reappointed by President Carter, in 1978 and 1980, and elected chairman of the advisory committee in January 1980.

Born in Cambridge, Mass., on November 24, 1924, Mr. Rashish received a bachelor's from Harvard in 1941, and a master's in economics, also from Harvard, in 1947. He is married and has three children.

* * *

Mr. Rashish

Mr. Crocker

Mr. Crocker has taught international affairs for many years. In addition to his position as director at Georgetown, he has served as associate professor of international relations since 1977. He was assistant professor, 1972-77. He also was director of the university's master-of-science-in-the-Foreign-Service program, 1972-78. From 1970 to 1972 he was staff officer for Africa, the Middle East and the Indian Ocean, at the National Security Council.

Mr. Crocker was born in New York on October 29, 1941. He received a bachelor's from Ohio State in 1958, and a master's, 1965, and a doctorate, 1969—both from the Johns Hopkins School of

Advanced International Studies.

* * *

Mr. Holdridge, a Foreign Service officer, has served with the Central Intelligence Agency since 1978. He was deputy chief of mission, U.S. liaison office in Peking, 1973-75, and then was appointed envoy to Singapore. From 1969 to 1973 he was director of the Office of Research and Analysis for East Asia, in State's Bureau of Intelligence and Research. He was deputy director of that office, 1966-68.

Considered an expert on Asia, Mr. Holdridge was chief of the political section in Hong Kong, 1962-69, and chief of the political section, Office of Chinese Affairs, Bureau of East Asian and Pacific Affairs, 1958-62.

Born in New York on August 24, 1924, he received a bachelor's in science from the U.S. Military Academy, at West Point, in 1945.

* * *

Mr. Holdridge

Mr. Eagleburger

Mr. Eagleburger served as executive assistant to then Secretary Kissinger, 1973-75, and as deputy under secretary for management, 1975-77. He then was named envoy to Yugoslavia.

A Foreign Service officer since 1957, Mr. Eagleburger was a member of the National Security Council, 1966-67; special assistant to the under secretary of state, 1967-69; executive assistant to the assistant to the President for national security affairs, 1969; and political adviser to the counselor for political affairs, U.S. mission to NATO, 1969-71. From 1971 to 1973 he was deputy assistant secretary in the Department of Defense, and in 1973 he became deputy assistant to the President for national security operations.

Mr. Eagleburger was born in Milwaukee on August 1, 1930. He received a bachelor's in science, 1952, and a master's in 1957—both from the University of Wisconsin.

* * *

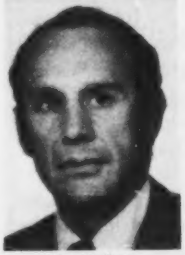
Mr. Veliotes joined the Foreign Service in 1955 and has risen through the ranks to career minister.

He served as consular and administrative officer in Naples, 1955-57; economic and general services officer, in Rome, 1957-60; international relations officer with the Department's Executive Secretariat Staff, 1960-62; foreign affairs officer, Bureau of Cultural and Educational Affairs, 1962; and political officer in New Delhi, 1964-66. He then was assigned as chief of the political section in Vientiane, 1966-69.

In recent years, Mr. Veliotes was international relations officer, African regional affairs, Bureau of African Affairs, 1970; special assistant to the under secretary of state, 1970-73; and deputy chief of mission in Tel Aviv, 1973-75. After an assignment as special assistant for employee-management relations, in the Bureau of Personnel, 1975-76, he became deputy director of the Policy Planning Staff, 1976-77.

Born in Oakland, Calif., on October 28, 1928, Mr. Veliotes received a bachelor's in 1952 and a master's in 1954—both from the University of California.

* * *


Mr. Veliotes

Mr. Hormats

Mr. Hormats served as deputy assistant secretary for economic and business affairs, 1977-79. From 1974 to 1977 he was with the National Security Council as a senior staff member for international economic affairs. He was an international affairs fellow, Council on Foreign Relations, and guest scholar at the Brookings Institution in Washington, 1973-74.

Mr. Hormats was born in Baltimore on April 13, 1943. He received a bachelor's from Tufts in 1965. He also received three additional degrees—master of arts, master of arts in law and diplomacy, and a doctorate (the latter in 1969)—from the Fletcher School of Law and Diplomacy at Tufts.

* * *

Mr. Middendorf has held many public service posts. He served as ambassador to the Netherlands, 1969-73, and as under secretary, then secretary, of the Navy, 1973-77. During the 1980 presidential campaign, he was coordinator of President Reagan's international economic advisory committee, and also, of the naval advisory committee. In addition, he was a member of the strategic minerals task force.

Mr. Middendorf was president and chief executive officer of Financial General Bankshares, Inc. His long career in investment banking culminated in 1962 with the formation of his own partnership. Active in the Republican Party, Mr. Middendorf has served as treasurer, Republican National Committee; as a delegate or alternate to three Republican national conventions; and as treasurer of the 1968 transition committee.

He is the author of many articles; a frequent lecturer on major international security and economic issues; and a member of several national and international organizations concerned with defense, trade and monetary questions.

Born in Baltimore on September 22, 1924, Mr. Middendorf received a bachelor of naval science from Holy Cross in 1945; a bachelor of arts from Harvard in 1947, and a master's from the New York University Graduate School of Business Administration in 1954. He is married to the former Isabelle Paine; they have four children.

* * *

Mr. Middendorf

Mr. Smith

Mr. McCann also has been active in the Republican Party. He was national chairman of Reagan-Bush Pioneers in 1980, and a delegate to the 1980 Republican national convention. He was president, chief executive officer and director of operations for the Associated Life Insurance Co., Wilmington, Del., for many years. In 1968 he was appointed to the same positions with the Foundation Life Insurance Co. of America, Chatham, N.J.

Born on September 27, 1930, Mr. McCann graduated from Bradshaw College, in Lowell, Mass., in 1957. He also attended Boston University. He served in the Army during the Korean conflict. Mr. McCann is married to the former Virginia Ann Blouin; they have two children.

* * *

Mr. MacDonald was assistant secretary of the treasury, specializing in international trade statutes, 1974-76, and under secretary of the Navy, 1976-77. He has served as a board member of the Chicago Crime Commission since 1978. In 1980 he was a member of the executive committee of the World Trade Conference. Since 1979 he has been a member of the policy board and economic affairs council of the Republican National Committee, and cochairman its tax committee.

Mr. MacDonald was a partner with the firm of Kirkland & Ellis, 1957-62, and became a partner with the firm of Baker & McKenzie, in 1962. He was born in Chicago on November 1, 1930, and received a bachelor of science from Cornell in 1952, and a doctorate from Michigan Law School in 1955. He is married and has five children.

* * *

Mr. Smith, who is currently serving as deputy trade representative, was with the Textiles and Fibers Division in State's Bureau of Economic and Business Affairs, 1973-75. A Foreign Service officer since 1958, he was detailed to the White House, where he was chief of the correspondence section, 1971-73.

During his Foreign Service assignments abroad, he was principal officer in the U.S. consulate general in Lyon, 1969-71. Earlier, he was deputy principal officer in the consulate general in Strasbourg. He also served tours in N'Djamena and Tehran.

Mr. Smith was born on June 16, 1936. He received a bachelor's from Harvard in 1958. He is married and has two children. □

Ambassadorial board abolished

The Presidential Advisory Board on Ambassadorial Appointments, established by Jimmy Carter in 1977, was abolished by President Reagan in an executive order issued March 17. □

Wick is White House choice for International Communication Agency

Charles Z. Wick of Los Angeles, president and chief executive officer of Wick Financial Corp. and Mapleton Enterprises, is the White House choice to be the new director of the International Communication Agency. He would succeed John E. Reinhardt. Mr. Wick, a business executive, was cochairman of the 1981 presidential inaugural committee. For many years he has been involved in financing and operating motion pictures, television, radio, music, health care and mortgage industries in the United States and abroad.

He was born in Cleveland, on October 12, 1917. He received a bachelor's from the University of Michigan and a doctorate from Western Reserve University Law School. He is a member of the California and Ohio bar associations.

Mr. Wick is married and has five children. □

Montana man slated for U.S.-Canada commission

President Reagan has announced his intention to appoint Frank A. Whetstone, a Montana business executive, as U.S. commissioner on the International Boundary Commission, United States and Canada. Mr. Whetstone is president of the Cut Bank (Mont.) Pioneer Press and IMPEX, an import-export firm, as well as chairman of Radio Station KLCB, Libby, Mont.

Export-Import Bank

President Reagan has announced his intention to nominate William H. Draper III to be president and chairman of the Export-Import Bank. Mr. Draper is founder and general partner of Sutter Hill Ventures of Palo Alto, Calif. ■

Harry's iguana (lizard) stew

(From the Tegucitatler, weekly newsletter of Embassy Tegucigalpa, in Honduras):

Take one or two large iguanas (how you catch them is your problem) and try not to think how ugly they are. Skin and clean them and discard head, tail and entrails, but set aside any eggs* (large clusters of grapesized yellow balls). Cut iguana in pieces, rinse, and set to boil in a large pot of salted water. When water has boiled and a foamy scum forms, pour off water, refill pot, and allow to boil again. Add onion, pepper, peas or carrots, potato, yucca or green banana and cook until vegetables are tender. Add iguana eggs, if available, and a thickener of flour mixed with a small amount of water and let cook for about 10 minutes. Serve steaming hot in bowls (or coffee cups). The stew really is delicious—iguana tastes a lot like chicken. For those who feel squeamish about eating small dinosaurs, we suggest you eat in the dark and ignore the weird-shaped bones in your stew. A dry red wine is recommended.

---

*Iguana eggs are reputed to possess powerful aphrodisiac qualities . . . use sparingly.

Combatting Terrorism

Stoessel makes statement on 'lessons from the Iran crisis'

His forum is a committee hearing on Capitol Hill

Under Secretary Walter J. Stoessel appeared on February 25 before the House Committee on Foreign Affairs, to discuss implementation of the agreement with Iran for release of the 52 U.S. hostages. He concluded his testimony with this statement:

LET ME TURN to the lessons from the Iran crisis with respect to the protection of our embassies and the combatting of acts of terrorist violence against them. The attacks of 1979 and 1980 in Tehran, Islamabad, Tripoli and San Salvador were not isolated events. They were part of a larger pattern of violence against our diplomats and our diplomatic establishments. In 1980 alone there were 274 international terrorist acts against Americans, almost 35% of the worldwide total. Of these attacks, 177 involved official U.S. Government personnel or premises.

"The critical lessons are the following:

—"We must have more extensive intelligence and better information on terrorist threats, to enable us to take appropriate countermeasures.

—"We must have a protective security system which enables our embassies to deal with mob violence, as well as isolated terrorist attacks.

—"We must train our personnel and prepare them more carefully for the possibility that they will be taken hostage.

—"We must have a crisis management system which is able to use and deploy available resources rapidly and effectively.

—"We must have broad international cooperation which will come into effect immediately if states violate their basic obligations under international law.

—"Above all, we must have a clearly-articulated and well-understood policy within which to act.

"Let me comment on each of these points. Intelligence is obviously a critical need. In many ways, our information base on terrorism is inadequate. Consequently, the intelligence community is now giving very high priority to the collection of information on terrorist groups and on those states which support them. We are working closely with our allies to maximize the sharing of information. However, the complexities of targeting, and the difficulties of penetration, are such that we will never have as much information as we would wish. Even so, the improvement in data available to us will enable us to warn threatened embassies, to help them improve their defenses, and, when necessary, to withdraw staff.

Mr. Stoessel *(Photo by David M. Humphrey, Visual Services)*

"Together with this re-emphasis on the importance of intelligence, we must look to the physical security of our missions. The public-access controls which have been installed in the last seven years have not been adequate to deter or prevent mob violence, although they have been extremely effective against lesser terrorist threats. We must do everything possible to ensure that our missions will not be overrun again. With this goal in mind, and using the special security enhancement resources provided by Congress in fiscal years 1980 and 1981 (a total of $41.9 million), we are urgently upgrading security at 24 high-threat posts. Survey teams have already gone out to 17 of these posts. Over the next five years, we expect to improve the security of all posts where there is a significant threat of violence and terrorism. These programs will enable our missions to delay an attacking group for a sufficient period of time to destroy national security information, and to permit personnel to withdraw to a secure safe haven. We are also strengthening security at residences, and for personnel in transit.

"In anticipation of the possibility of future hostage events, we have also greatly stepped up our training programs. All Foreign Service personnel are required to take a two-day course on coping with violence. Representatives of other agencies with staff assigned to our missions abroad, as well as adult dependents, are encouraged to attend. The experience of former hostages is being sought in order to make certain that the program is based on the problems which hostages have actually encountered in past incidents.

"If we are faced with a Tehran-type situation in the future, we must have the ability to manage such a crisis effectively, and to deploy available resources promptly. The Department of State, as the lead agency for managing overseas crisis situations, is refining its crisis management capabilities through

Dean survives second attack

The motorcade of John Gunther Dean, U.S. ambassador to Lebanon, again became a target of snipers on March 10 as the envoy was being driven from the Christian sector of Beirut to the Moslem quarter. No one was injured by the gunfire, during which a bullet struck the tire of a car in the motorcade. Mr. Dean had also escaped injury on August 27, when would-be assassins fired rocket grenades and machine guns.

training, simulations and crisis exercises. In addition, the newly-established Interdepartmental Group on Terrorism is actively reviewing the basic elements of the interagency crisis management system, as well as our response capabilities. As the interdepartmental group identifies issues, they are being referred to the Senior Interdepartmental Group, chaired by the deputy secretary of state, or through the Secretary to the National Security Council.

"The interdepartmental group is also studying a wide range of possible international initiatives. It was apparent in the Iranian crisis that the process of mobilizing effective international sanctions was a difficult one. Existing international conventions lack enforcement provisions. We are therefore seeking to identify ways in which the international community can be organized to move rapidly against any state which violates the principles of international law relating to the inviolability of diplomats and diplomatic premises. In the course of this year, we will be exploring various initiatives at the United Nations, in regional institutions and with our allies.

"Finally a word about policy. For many years the United States has had a firm position against international terrorism. However, the public's perception, as perhaps that of the terrorists themselves and the governments that support them, is that we were not serious in our profession of intent. This administration has made absolutely clear that it will react swiftly, effectively and with all the resources at its disposal, should we face an act of state-supported violence and terrorism in the future.

"Let me spell out for you, Mr. Chairman and members of the committee, some of the principal elements of this administration's policy.

"The U.S. Government will make no concessions to terrorists. We will not negotiate the payment of ransom nor the release of prisoners. We will work to ensure that the perpetrators of terrorist acts are brought to justice. We hope that all governments will adopt similar policies as a means of deterring terrorist violence. When governments take a firm stand we will support them.

U.S. is target in 3 terrorist incidents

In separate incidents on March 17, a U.S. embassy vehicle was hit by an explosion in San Jose, Costa Rica, and the U.S. chancery was struck by gunfire in San Salvador. The latter was again attacked on March 25.

Four persons were hurt in the San Jose attack, at 7:15 a.m. in a residential area. The injured were three U.S. Marines—Steven Garcia, Jerome Walters and John Roberts—and the Costa Rican driver, Emilio Camacho. All were expected to recover.

In San Salvador, on March 17, a blue pickup truck carrying four men passed in front of the chancery at 1:05 p.m. and fired 14 or more shots. No one was injured. Damage was minor.

In the March 25 attack, some 10 men opened fire from two or three different directions. A rocket-propelled grenade damaged an unoccupied third-floor conference room near the ambassador's office. No one was injured.

"We look to all governments to exercise their responsibilities under international law to protect diplomatic personnel and premises. We seek a close partnership with a government on whose territory hostages are taken, or when American citizens and property become the victims of terrorist violence. We will provide whatever support and assistance we can, but we will not give in to terrorist blackmail.

"Should official American personnel or premises be taken hostage as the result of an act committed or condoned by a foreign government, the United States will act expeditiously, choosing from the range of diplomatic, political or economic sanctions applicable to the circumstances. We will seek broad international support for such measures. We have made clear that the decision to implement the agreements should not be seen as a precedent for future actions by this administration in similar situations. This administration—as we have said—would not have negotiated for the hostages' release.

"While recognizing the difficult decisions which are involved when hostages are taken, we believe that governments, corporations and private individuals have a common interest in the maintenance of a policy of not giving in to terrorist demands. Concessions, whenever they are made, only encourage further attacks and put additional people at risk.

"In sum, Mr. Chairman, this administration has made the issue of terrorism one of its highest priorities. We intend to devote the necessary resources to meet the challenge which terrorism and illegal state-supported violence represents for our national interests. No task could be more important or more urgent."

Responding afterward to a question from committee chairman Clement Zablocki (D.-Wisc.), Mr. Stoessel said: "I do believe that the present administration would be inclined to react more rapidly to a situation of that kind than was the case with regard to the Tehran incident. Of course, such reaction, as I pointed out, would not necessarily be confined to one particular course. We would have a number of options from which to draw—political, economic—not excluding military, but not necessarily focusing on military. I think there was quite a long delay in obtaining international reaction and international support to the problem in Tehran."

A Department press guidance with respect to the testimony said: "Ambassador Stoessel clearly stated the administration's policy that we will not negotiate any substantive demands or concessions in such cases, such as the payment of ransom or the release of prisoners jailed in the United States or elsewhere, and that we would not have negotiated in the case of the Iranian seizure. Ambassador Stoessel also pointed out, however, that this obviously would not categorically preclude communication with captors which might be helpful in bringing about a satisfactory end to the particular crisis. Such communications, however, would not include negotiating on substantive demands."

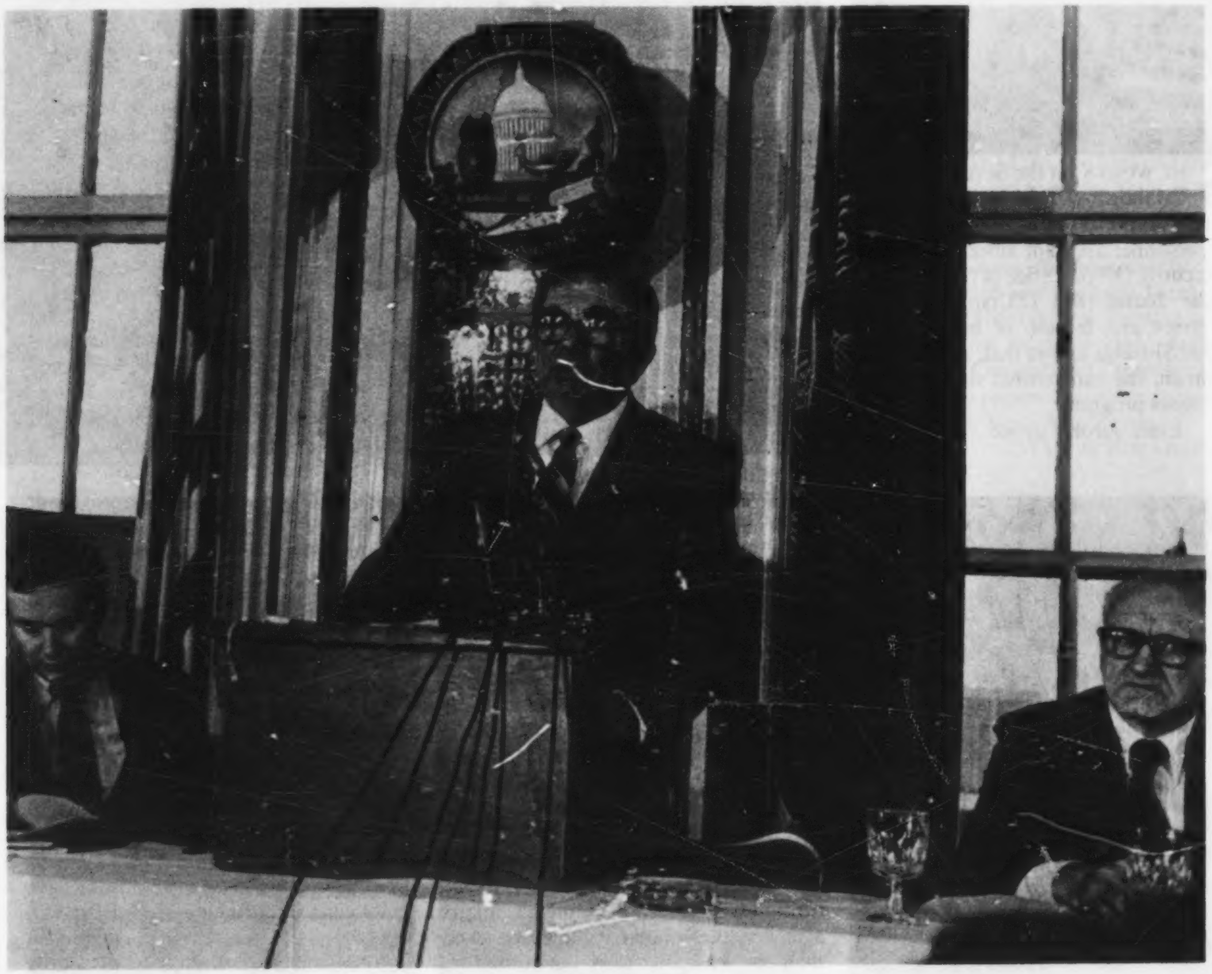
Two weeks later, on March 11, Under Secretary Richard T. Kennedy gave additional information to Congress when he testified on financial authorizations for the State Department, before the House Subcommittee on International Operations. Mr. Kennedy said:

"We intend to vigorously pursue the enhancement of security at our posts abroad. As you know, this program is designed to protect our staffs from mob violence and terrorism, and to safeguard national security information. In 1980 Congress enacted a supplemental appropriation of $6.1 million and appropriated $35.8 million for 1981. For 1982 we are requesting $25 million for this program.

"The Department has already conducted comprehensive surveys at 20 of our most seriously threatened posts, and another 25 will be surveyed by the end of this calendar year. We are about to embark on construction projects at five of the highest-threat posts. In addition, we have funded priority individual security requirements at some 79 posts since September. By the end of 1985, we expect to complete the necessary improvements at approximately 125 posts.

"The Secretary and I are fully behind this security effort and will ensure that improvements are implemented as rapidly as possible." ■

Panel on terrorism at the National Press Club—at an event sponsored recently by the club's American Legion post—including *Richard Higgins*, left, assistant director of State's Office for Combatting Terrorism, and *Brooks McClure*, right, former Foreign Service officer who is now an international management consultant. At the microphone is moderator *Stephen J. McCormick*. *(Photo by Carl J. Rospape Sr., retired Foreign Service reservist)*



Your Colleagues

D'Urso the Dancer

At 5 p.m. she's 'Wonder Woman'

SHE WORKS on the Seventh Floor—"Mahogany Row"—where everybody wants everything *now*, she says. As a personnel assistant since 1973 in the Executive Office, Office of the Secretary, Billie Joann (BJ) D'Urso knows the pressure and tension of beating deadlines. She also knows that, as a working woman, she can combat stress through a fitness program.

Enter aerobic dance.

It is 5 o'clock, and some others in the office are winding down, getting ready to leave. But not Mrs. D'Urso.

"It's that time—aren't you running late for your class?" asks her supportive boss, William E. Sims.

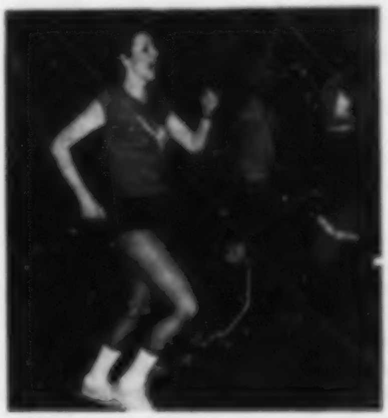
She now proceeds to an empty office for her "Wonder Woman" change, as she calls it. When she comes out, she is wearing a T-shirt with an aerobic dance emblem. She runs to her desk, grabs her tape recorder and races to the elevator, heading for the first-floor lobby, just beneath the West Auditorium.

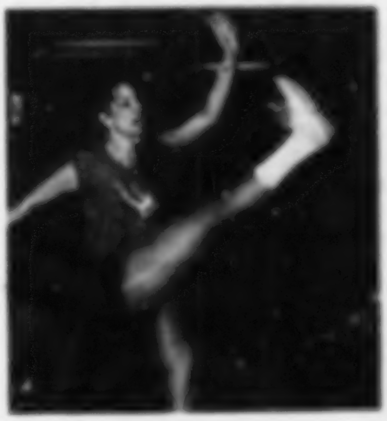
Glowing with energy, she walks in and greets her class of some 25 students from State and other foreign affairs agencies. "Let's move it!" she says. And then she leads the class—organized by

the Foreign Affairs Recreation Association—in an hour of vigorous dancing. Most of the students are tired by this time of day, but Mrs. D'Urso assures them they will feel better "once you get into it."

Was she always so health-conscious? "My body has come through a lot of changes," she says. "At one time I weighed 200 pounds. I used to have pale skin, no color. I didn't eat properly and did not exercise, and my body had nothing to work with."

Her husband changed all that. William J. D'Urso, who also works for State, in the Washington Field Office of the Office of Security, is a runner—a firm believer in everyone doing some form of exercise. "Lady, you don't get out and do anything," he complained to his wife. Aerobic dance was the remedy he suggested. She got hooked on it.





But teaching was another matter. "I was always afraid to be in front of a lot of people," she says. "Then the thought of helping other women in a fitness program gave me the incentive I needed."

What has teaching done for Mrs. D'Urso? It gives her a "clear mental outlook," she says. (Besides teaching at State, she conducts classes for the Fairfax County Recreation Department and a senior citizens group.) At the office, it has made her something of a celebrity. Her fellow employees regard her as the "health expert." And, on a personal level, she considers herself "more organized" than she has ever been.

Mrs. D'Urso has two sons and three daughters. "Sometimes our home is like Grand Central Station," she laughs. Her sons tease her about some of the dances, which have names like the stomachache, the whirlee bird and the Tom Jones.

Mrs. D'Urso is now learning new dances for her summer class. State's Bicentennial Celebration Committee has invited her to present a summer program June 9 in the West Auditorium.

—MAGGIE BOVAHAN ■

(The photos of Mrs. D'Urso are by *Robert E. Kaiser, Visual Services*)

Net reduction of 194 positions in new State budget

Proposal is to abolish 304 personnel slots but add 110 new ones

THE NEW administration has proposed a budget for the Department that would result in a net reduction of 194 personnel slots, compared with the current fiscal year. "We are abolishing a total of 304 positions," Under Secretary Richard T. Kennedy said on Capitol Hill. "Partially offsetting these reductions are requirements for 110 new positions."

Mr. Kennedy appeared on March 17 before a House appropriations subcommittee to request funds for fiscal year 1982, which begins next October 1. Earlier, the outgoing Carter administration had presented a budget that sought 255 additional positions (STATE, February).

The 304 figure cited by Mr. Kennedy includes "256 position reductions which are yet to be determined." But already identified, he said, are 22 positions that would be saved "as the result of the automated passport Travel Document Issuance System, now being installed in Los Angeles and Chicago," 16 in the Special Personnel Complement and 10 at the International Boundary and Water Commission.

The offsetting 110 are for "new positions for mandatory overseas consular and domestic passport workloads, which continue to grow at double-digit rates beyond our productivity gains."

Mr. Kennedy continued: "However, we will have to make further position changes in order to enhance staffing in two other vital areas.

"First, to fulfill the provisions of the Foreign Service Act of 1980, which requires greater efforts for professional development, we must provide additional positions for training, faculty and support personnel. Our new career development plan calls for increased training at crucial points in an employee's career. Foreign Service officers will receive training at three career levels—upon entry, at mid-career and at the senior threshold. Additional training for Civil Service employees will also be provided at all levels. The Foreign Service Institute will complete its course development for these needs in 1981.

"Second, we are committed to strengthening the substantive reporting and analysis capability of the Department, which was weakened during the last decade as requirements increased in other areas without commensurate position increases. We began the process of redressing this decline in 1980, with the endorsement and encouragement of Congress. In 1981 and 1982, we have targeted additional positions for expanded reporting and analysis in countries of vital interest to the United States. Principal policy-makers of the Government will benefit from this in-depth reporting and will, as a result, be better equipped to formulate and implement U.S. foreign policy.

"We believe that professional development and the substantive program expansion in reporting and analysis are of such high priority that we will have to reprogram positions as necessary to implement these efforts.

"Overall, we have begun an intensive review of staffing Department-wide. When we determine where to reduce the 256 unspecified positions and how to strengthen our professional development and substantive analysis efforts, we will notify the Committee accordingly.

"At this point, permit me to take a few moments to present a picture of the Department of State population overseas. In regard to the Department's basic ability to conduct the foreign policy of the United States, over the past several years the Department's staff abroad has been seriously reduced while the presence of other agencies has grown. Indeed, with the reduction of almost 200 positions, our salaries and expenses appropriation alone has had a net decrease of over 2,000 positions since 1967, amounting to 11%, despite many new and expanding requirements—particularly in consular activities. This shift has reached the point where Department employees now constitute less than 20% of the average U.S. embassy, and approximately 25% of the Department's resources abroad are now used to support the activities of other agencies. If we are to meet the complex challenges in the current foreign policy environment, the Department must have the necessary resources to pursue our worldwide objectives. We believe that the 1982 request is the minimum essential level needed to carry out our mandated functions."

The total budget request is for $1,908,768,000—an increase of $317,138,000 over the current fiscal year. The largest single item included in the latter figure is an additional $161.2 million for the Office of Foreign Buildings—$123.9 million for the regular appropriation and $37.3 million for the special foreign currency buildings appropriation.

Mr. Kennedy said: "These funds will be used to: (1) complete construction of the Moscow project; (2) fund fully a new office and residential complex in Riyadh, Saudi Arabia; (3) construct office buildings in Cairo, Egypt and Georgetown, Guyana; (4) complete staff apartments in Tokyo and New Delhi; and (5) cover overseas wage and price inflation." □

Haig issues statements on equal employment, sexual harassment

Secretary Haig has reaffirmed Department policy on equal employment opportunity, and also has warned employees that "sexually harassing behavior. . .will not be tolerated" and that complaints may be filed under equal employment procedures.

The statement on equal employment opportunity says:

"As I assume my responsibilities as Secretary, I believe it is important to reaffirm the fundamental policy of the Department of State to provide equal employment opportunity for all employees and applicants for employment regardless of race, creed, color, sex, national origin, age or handicap.

"All of us must make a renewed commitment to the creation of an atmosphere of full equality, and we must not relax in our efforts to provide equality of opportunity in all actions that affect employment.

"The success of any EEO program lies not in simply following laws and regulations, but in the active and willing support of all personnel within the agency. The full realization of equal opportunity in the Department will require positive action on the part of all employees.

"We know that nondiscrimination, by itself, will not quickly alter the lingering effects of past discrimination and neglect. A comprehensive and vigorous program is needed to ensure that the talents and abilities of all segments of our society are given free and absolutely equal access to employment and responsibility. At this critical juncture in our history, we cannot afford anything less.

"Responsibility for administration of the EEO program rests with the under secretary for management and the deputy assistant secretary for equal employment opportunity. I will personally monitor our efforts to make all levels of our workforce representative of the best talents of the U.S. population.

"There have been substantial increases in the numbers of women and minorities in the Department's workforce, but we cannot relax our efforts to develop a Foreign Service and foreign affairs agency fully reflecting the best abilities and diversity of the American people. That will ensure a Service and Department truly representative of our population.

"I expect all levels of management to share with me this responsibility and to be held accountable for achieving our goal of equal employment opportunity within the agency, for I believe that the Department of State is obliged to set an example of equality and human dignity for all peoples at home and abroad. I urge each of you to join with me in this effort."

The statement on sexual harassment is a major component of an action plan that is required by the U.S. Equal Employment Opportunity Commission. Commission guidelines in the area, establishing a standard of strict liability for the employer, have been upheld in recent court decisions. State's Equal Employment Opportunity Office will have the primary responsibility for implementation of the plan, details of which will be issued through memorandums and airgrams. Inquiries may be directed to that office. Mr. Haig's letter follows:

"Each of us has a responsibility for maintaining high standards of honesty, integrity, impartiality and conduct to assure the proper performance of Department business and to maintain the public trust. Sexual harassment violates those standards, particularly with regard to principles of equal opportunity. Sexual harassment serves to undermine the integrity of the employment relationship, debilitate morale and interfere with the work productivity of an organization.

"Sexual harassment is defined as (1) influencing, offering to influence, or threatening the career, pay, or job of another person—female or male—in exchange for sexual favors; or (2) deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or work-related environment.

"Sexually harassing behavior will be viewed as a serious violation of the standards of conduct that I expect from all employees engaged in the work of the Department of State. The sexual harassment of any employee of the Department of State will not be tolerated.

"Individuals who are sexually harassed by supervisors, co-workers, or peers should make it clear that such behavior is offensive and report the harassment to the appropriate supervisory level. The appropriate supervisor will examine the matter and take actions necessary to ensure a work environment free from sexual harassment.

"It will be the responsibility of every supervisor and manager to ensure that any instance of sexual harassment is addressed swiftly, fairly, and effectively. Complaints of sexual harassment may be filed under the procedures of the EEO process.

"I know that you support my continuing commitment to equal employment opportunity and to exhibiting the highest professional behavior and courtesy as we represent the interests of the United States in our various assignments both here and in our embassies, missions and consulates overseas." □

Whistle while you work: a schedule

The Bureau of Public Affairs and the Foreign Affairs Recreation Association are sponsoring more than 20 events, as part of the Department's year-long bicentennial observance.

All the events are to be held between noon and 1 p.m. in the Dean Acheson Auditorium, or in the courtyard near the employees' cafeteria.

Slated for this month are concerts by students of Williamsville, N.Y., North Senior High School, April 14, and the Marine Corps Combo, April 23. Other concerts are by the U.S. Navy Sea Chanters, May 7; the U.S. Air Force Mach 1 (Rock Band), June 2; aerobic dancers, June 9; the U.S. Army Concert Band, June 30; the Virginia Jazz Theatre, July 7; the U.S. Navy Commodores (Jazz), July 14; the Gospel Seasons, July 28; Jazzercise, August 6; the U.S. Air Force Singing Sergeants, August 13; the Musicians Workshop, August 25; the U.S. Army Chamber Singers, September 3.

"Simply Sentuelle" will be a fashion show, September 15. There will be an aerobics presentation, October 1. There will be other appearances by the U.S. Navy Country Current, October 15; U.S. Air Force Airmen of Note (Jazz), November 5; "Jazzin," November 24; U.S. Army Blues, December 3; and Musicians Workshop, December 15. □

Report is in on Foreign Service nationals

FOREIGN SERVICE NATIONAL TASK FORCE—Members are, from left, seated: ***Esther Lewis,*** **Embassy Panama;** ***Anne-Marie Vande Wiele,*** **Embassy Brussels;** ***Vipanee Hanchareonsuk,*** **Embassy Bangkok. Standing, from left:** ***Driss Tazi,*** **Embassy Rabat;** ***Michael M. Conlin,*** **chairman;** ***Som Berry,*** **ICA, India.** ***(Photo by Glenn E. Hall, Visual Services)***

A task force on Foreign Service national position classification, which met recently in Washington, has submitted its report.

The group made recommendations regarding the new worldwide position classification system, which affects 20,000 Foreign Service nationals employed by the foreign affairs agencies.

The Department and other agencies are studying the report to develop action plans on the recommendations.

The classification standards have been implemented in 65 countries to date. They seek to improve management of the personnel system for this category of employees, and to provide a basis for fair compensation. Since the start of implementation two years ago, there have been continuing efforts to improve the system and alleviate problems. The task force study is the most recent of these efforts.

The group was headed by Michael M. Conlin, former director, Office of Management Operations, and consisted of State Foreign Service nationals from four regional bureaus and ICA. The group reviewed the system from a "national employee perspective" to determine whether there are any inequities, and, if so, to make recommendations to correct them.

The task force also made recommendations concerning the standards' flexibility and adequacy; reviewed comments and recommendations submitted by posts where the standards have been implemented; commented on the manner in which the standards have been implemented to date; and made recommendations to improve the implementation process. ☐

Open Forum hears William Van Cleave, Sen. Glenn

Mr. Toffler, **right, and** ***Kenneth Longmeyer,*** **vice chairman of Open Forum.** ***(Photos by David Humphrey, Visual Services)***

Senator Glenn

William R. Van Cleave of the University of Southern California, a board member of the Committee on Present Danger, will speak on strategic issues at the April 29 meeting of the Secretary's Open Forum.

Percy Qoboza, an expert on South Africa, who writes for the Washington Star, was slated to address the forum on April 8.

March speakers were Alvin Toffler, author of "Future Shock," who discussed his new book, "The Third Wave," and Sen. John Glenn (D.-O.), who spoke on "Putting the Military Cart before the Foreign Policy Horse."

Others who addressed the Open Forum recently included Michael S. Teitelbaum, program officer on population with the Ford Foundation; Admiral (ret.) Gene La Rocque, director of the Center for Defense Information; Helmut Sonnenfeldt, former counselor of the Department; Ambassador Richard N. Gardner; Alejandro Orfila, secretary general of the Organization of American States; Ambassador Lucius Battle, chairman of the Foreign Policy Institute at Johns Hopkins; and Anna Chennault, wife of the late Gen. Claire Chennault. ■

Honors and Awards

Sidney Reeves wins new $2,000 award for communicators

Sidney V. Reeves, communications programs officer in the U.S. interests section, Havana, is the winner of the Department's new $2,000 Thomas Morrison Communicator Award for "extraordinary achievement in the communications field."

Mr. Reeves

Established through the initiative of the American Foreign Service Association, the award commemorates the first communicator in the Foreign Service. Criteria for the award were developed by communicators and agreed to by State's management and the association.

Mr. Reeves was lauded for his "sustained exemplary performance under incredibly difficult and demanding circumstances"; for his contribution to "improve efficiency" and "persistent efforts toward technological and security improvements"; and for his "demonstrated talents for unusual initiative and leadership in contributing to improve management of Havana's limited communications resources."

A special selection panel, which included senior administrative and communications officers, reviewed eight nominations. After picking Mr. Reeves as the winner, the committee recommended that the officials who had nominated the others should now nominate them for Superior or Meritorious Honor Awards, and/or cash awards for outstanding performance.

The other candidates were Robert J. Hall, Abu Dhabi; Richard E. Brendley, Brussels; Kenneth J. Lampkins, Monrovia; Charles L. Oxendine, Mbabane; Robert A. Yamamura, Office of Communications; Harold Jefferson, Cairo; and Samuel R. Richardson, London.

Mr. Reeves joined the Foreign Service in 1966. He has served in Paris, Moscow, Tunis, Oslo, Damascus, Berlin and Havana, as well as in the Department. □

3 honored for their work on Foreign Service Act

Mr. Bacchus

Mr. Michel

Mr. Gershenson

Three Department employees—William I. Bacchus, James H. Michel and Robert S. Gershenson—have been presented the Distinguished Honor Award for their roles in the passage of the 1980 Foreign Service Act. Mr. Bacchus also received a cash award of $5,000 for the "extraordinary nature of his contribution to the Department's overall mission." The three were nominated for State's highest performance award by then Under Secretary Ben H. Read and then director general Harry G. Barnes Jr.

Mr. Bacchus, director of the Policy and Coordination Staff, Bureau of Personnel, was cited for his "sustained distinguished performance from inception to final Congressional passage" of the legislation.

Mr. Michel, the Department's deputy legal adviser, was praised as a leader of the effort for development and passage of the act.

Mr. Gershenson, as a deputy assistant secretary for personnel, provided "outstanding service and leadership" in attaining three Departmental objectives: "achievement of pay comparability for the Foreign Service," passage of the act, and "the notable improvement in the Department's affirmative action record."

Before joining the Department in 1976, Mr. Bacchus was associate research director of the Commission on the Organization of the Government for the Conduct of Foreign Policy, 1973-75. He taught political science and U.S. foreign policy at the University of Virginia, 1970-73.

Mr. Michel, an attorney-adviser, joined State in 1969. He was assistant legal adviser for political-military affairs before he was appointed deputy legal adviser in 1974.

Mr. Gershenson, a Foreign Service officer since 1957, has served as executive director, Bureau of Inter-American Affairs, 1976-78, and as deputy assistant secretary for personnel, and also, coordinator for customs and tax privileges, 1978-80. □

Italy honors DiSciullo

John DiSciullo, U.S. consul general in Genoa, has the coveted *commendatore dall'ordine al merito della Repubblica,* a title awarded him by the president of Italy for his promotion of U.S.-Italian relations in Genoa since 1975. □

Edmond is cited by Treasury

Ambassador Lester E. Edmond has been presented the Treasury Department's Distinguished Service Award for his performance as U.S. executive director of the Asian Development Bank in Manila. ■

Installment saving bests installment buying. Join the Payroll Savings Plan for U.S. savings bonds.

The Eighth Floor

Fine Arts Committee gets cash gifts totaling $940,000

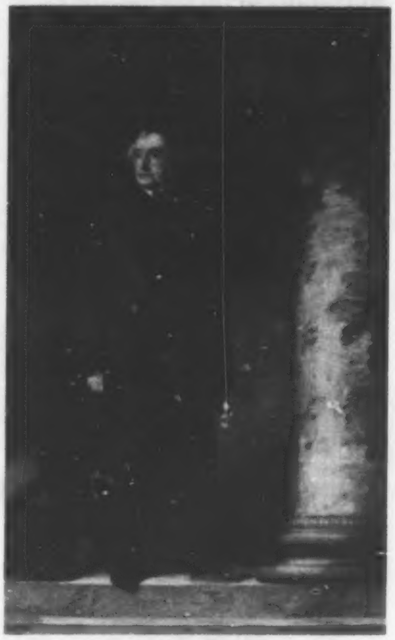
Many objets d'art also are contributed to Diplomatic Reception Rooms

GIFTS to the Diplomatic Reception Rooms totaling more than $940,000 in cash, in 1980—as well as scores of additional contributions in the form of paintings, 18th-century furniture, Oriental rugs, antique silver and other objets d'art—were announced by the Department's Fine Arts Committee at an evening reception on March 13.

Vice President Bush, Secretary Haig and curator Clement E. Conger, committee chairman, thanked 500 donors and lenders for transforming the eighth floor, over the years, into a "showcase of America's heritage." Launched in 1961, the Americana Project, now valued at more than $24 million, is considered to be one of the finest in the nation. Featuring original works by American craftsmen, primarily during 1740 to 1825, the collection has been assembled by the committee entirely through private gifts and loans.

Guests came from all sections of the United States to view the new acquisitions. They included several members of President Reagan's cabinet, representatives from the White House, civic leaders, heads of foundations, museum directors, business executives, Department officials, and active and retired ambassadors.

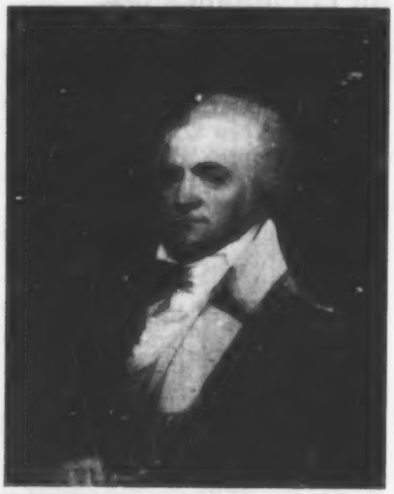
Highlights included the formal opening of the new Martha Washington Ladies Lounge and the new Dolley Madison Powder Room—both completely remodeled with 18th-century furnishings to conform with the other rooms in the diplomatic reception area; and the naming of the Edward Vason Jones Memorial Hall—the former elevator lobby and entrance hall on the eighth floor—in tribute to the noted architect and consultant who had designed seven rooms since 1965 as a public service, without a fee. Mr. Jones died on October 1 in Albany, Ga., at the age of 71.



***Thomas Jefferson*, by Thomas Sully.**

The committee also outlined plans for future architectural improvements in the James Madison Dining Room (the Secretary's dining room), James Monroe Reception Room, the men's lounge and the Secretary's office on the seventh floor.

The new ladies lounge area consists of four rooms, with the principal room opening off the Gallery. The entrance area is done in American Queen Anne style, and has architectural woodwork in the Palladian tradition of early 18th-century Newport, R.I. At the normal-size windows are "antique" blue silk lambrequins. The room is lighted with an 18th-century English chandelier, and the mahogany floors are covered with semi-antique Chinese rugs. The original furnishings are Queen Anne, of the period 1720 to 1755. The second room contains an outstanding collection of American furniture of the Sheraton period.



***Winthrop Sargent*, first governor of the Mississippi Territory, by Gilbert Stuart.**

The newly-acquired paintings include a life portrait of Thomas Jefferson, by Thomas Sully, painted in the spring of 1821 at Monticello—about five years before Mr. Jefferson's death. It has been in private hands since 1821. The committee bought the portrait for $220,000 and is now seeking a donor. It is on view in the Thomas Jefferson State Reception Room.

Other important paintings acquired in 1980 include oil portraits of Governor and Mrs. Winthrop Sargent, by Gilbert Stuart—both gifts of the Morris and Gwendolyn Cafritz Foundation, Washington. The paintings also are on display in the Jefferson Room. Mr. and Mrs. Alan Hall, of Rockport, Ind., gave the oil painting "Listening to the Orchard Oriole," by Childe Hassam, now on view in the Dolley Madison Powder Room. Mr. and Mrs. Richard Rundle, of Naples, Fla., gave the oil painting "American Clipper Ship Entering Hong Kong Harbor," by an unknown artist. It is on view in the Secretary's reception hall on the seventh floor.

Larry Mackle, of Southfield, Mich., donated a copy of the original painting "George Washington Crossing the Delaware," by Emanuel Leutze, which has been placed in the Secretary's

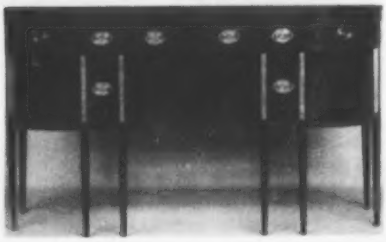
Exquisitively carved Philadelphia Chippendale mahogany highboy, circa 1775. ***(Helga Photo Studio, Upper Montclair, N.J.)***

reception hall. The Museum of African Art loaned the oil painting "The Falls of Minehaha," by Robert S. Duncanson—now on display at the Federal Reserve Board building.

The committee also acquired many handsome pieces of 18th-century furniture for the rooms. These include a carved Chippendale mahogany highboy, attributed to noted cabinetmaker Joseph Deleveau. Made around 1775, it is now on view in the Edward Vason Jones Memorial Hall. The highboy is the gift of Mr. and Mrs. O. Ray Moore of Atlanta.

Mrs. Augustine Todd, of Clearwater, Fla., gave a rare Chippendale mahogany card table, made in Annapolis in 1790, which was in the family of Dr. Samuel Washington, brother of George Washington. The antique is now in the deputy secretary's reception room.

Chippendale mahogany card table, by John Shaw, 1790.



Rare Hepplewhite mahogany D-shaped sideboard, made in New York, circa 1790-1800.

Philadelphia Chippendale mahogany chest of drawers, circa 1770.

Another unusual piece, a Hepplewhite mahogany D-shaped sideboard, made in New York circa 1790-1800, is a bequest from Mrs. Charles Stanley White of Washington. It is in the Benjamin Franklin State Dining Room. Mrs. White also gave the Department a Sheraton mahogany and satinwood card table, made in Salem, Mass., circa 1800-1810, and two rare mirrors, made in Bilboa, Spain, around 1800. A Philadelphia Chippendale carved mahogany marble-top side table, circa 1760, was loaned by Mr. and Mrs. A. John Warnechi of McLean, Va.

Other major acquisitions include a Philadelphia Chippendale mahogany wing chair, circa 1750-60, loaned by an anonymous donor, and now on display in the John Quincy Adams State Drawing Room; a Philadelphia Chippendale mahogany highboy base, circa 1770, the gift of Mrs. Henry A. Batten, of Albuquerque, N.M., which will be placed in the Franklin Room; a Queen Anne walnut lowboy, which belonged to General Benjamin Lincoln, aide to George Washington at the Battle of Yorktown—the gift of Mrs. Elizabeth Beveridge, Mrs. May Bryant Cheerer and Winslow Bryant, of Hingham, Mass., in memory of the general; an 18th-century Maryland pine corner cupboard, circa 1750, donated by Mr. and Mrs. Joseph M. Bryan, of Greensboro, N.C.; a Chinese Chippendale mahogany table used to display miniatures, circa 1900, the gift of Mr. and Mrs. Norris G. Chumley of Bloomington, Ind.; a Queen Anne Massachusetts mahogany blockfront secretary-desk, circa 1775, loaned by Mrs. Lyne Starling Few of Falls Church, Va.; an 18th-century English Chippendale console table with rectangular marble top, the gift of John L. Newbold, of Washington; a Regency rosewood-and-gilt sofa table with two dropleaves, circa 1825, the gift of Neil Sellin of New York; a Chippendale mahogany Pembroke table, circa 1770, the gift of Mrs. Charles Stanley White of Washington—on display in the Secretary's office; a French antique Louis XVI candle stand, also a gift from Mrs. White; and many other pieces.

Of special interest to the Department is the Philadelphia Chippendale mahogany chest of drawers, circa 1770,

American silver skippet box decorated with the Great Seal. This version of the seal was used between 1841 and 1871.

which came from the Powell House in Philadelphia. The chest was given to the Diplomatic Reception Rooms by a group of friends of former Secretary and Mrs. Vance. It is on view in the John Quincy Adams State Drawing Room.

An American mahogany Chippendale breakfront secretary, with front desk section and an unusual smaller side desk—the gift of Mr. and Mrs. John A. McCone, of Pebble Beach, Calif., is in the Edward Vason Jones Memorial Hall. It is considered one of the few breakfronts made in America in colonial days.

Ambassador and Mrs. Marion Smoak—he is a former chief of protocol—loaned a Chinese export porcelain plate, part of the service belonging to George and Martha Washington, circa 1785. It is on display in the John Quincy Adams State Drawing Room.

The committee received several pieces of antique silver as gifts—more this year than in the past. Among the acquisitions is an American silver skippet box (to protect the seal), decorated with the Great Seal of the United States. During the 19th century, the United States followed the European custom of placing treaties in elaborate bindings with attached silver skippets. This one was found in Argentina. The box, loaned by Colonel Frederic Harrison Smith III of Hampton, Va., is in the memorial hall.

Sterling silver knife box, 1797-98.

Another rare gift is the sterling silver knife box, made by Peter and Ann Bateman, which holds 12 dinner knives, 24 luncheon knives and 36 dessert or cheese knives. The rectangular box is one of only two silver knife boxes known to exist—the other is in the Albert and Victoria Museum in London. Made around 1797, the box was donated by Mrs. Charles Frederic Toppan of Cambridge, Mass. It is on display in the Benjamin Franklin State Dining Room. Mrs. Toppan also gave a set of four George III silver candlesticks, made in London, circa 1765, which are on view in the John Quincy Adams State Drawing Room.

A sterling silver tea and coffee service, with matching tray, by Tiffany & Co., was donated by Mr. and Mrs. Lawrence P. White of Philadelphia, in memory of Mr. and Mrs. Robert Eugene Dinkey. It will be used at official functions.

Silver tankard, by American silversmith Myer Myers, circa 1760-70. ***(Helga Photo Studio, Upper Montclair, N.J.)***

An American silver tankard by Andrew Billing, circa 1765, was given by Mr. and Mrs. Richard S. Auchincloss of Malvern, Pa., in memory of Charles S. Auchincloss. Mrs. Henry A. Batten, of Albuquerque, N.M., contributed an American silver pot by John Richardson Jr., circa 1800. Dr. and Mrs. Eben Breed of Ponte Verda, Fla., gave an important silver tankard by Myer Myers, circa 1760-70. A Philadelphia silver urn sugar bowl, circa 1797, and a Philadelphia silver helmet-shaped pitcher, circa 1797, were given by three donors—Mr. and Mrs. H. Graham Dripps of Ardmore, Pa.; Mr. and Mrs. William R. Dripps of Summerland Key, Fla., and Mrs. Elizabeth Dripps Royer of Haverford, Pa. These are on display in the memorial hall.

Mr. and Mrs. Porter Echols Jr. of Lynchburg, Va., gave an English George III silver epergne, consisting of a large center cut-glass scalloped bowl and four smaller cut-glass scalloped bowls, for the James Madison Dining Room.

John R. M. Klotz, of Haverford,

Chinese export porcelain punch bowl, bearing name of Richard Gridley, first American engineer officer, who fought in the Battle of Bunker Hill. Circa 1785.

Pa., gave an English silver salver, made in London, circa 1897, to be used by the Fine Arts Committee's office. Mrs. Hope Ridings Miller gave a pair of George III silver candlesticks, with scrolled bases, made by John West in Dublin in 1767, for the entrance hall.

Also donated are an antique English silver tray, by Ebenezer Coker, made around 1770, and a covered sugar bowl by Samuel Richards Jr., circa 1790-1800—the gifts of Mr. and Mrs. Robert F. Strange, of Brenham, Tex.; and a large Grecian shaped silver urn tureen with cover and liner, circa 1797-1809, the gift of Mrs. Lee W. Wagner of Chatham, N.J., Mrs. Frank Taylor of Baltimore, and James W. Poultney of Garrison Post Office, Md.

Among other new acquisitions are three Chinese blue-and-white porcelain vases—two circa 1670 and one circa 1725, a bequest from Mrs. Snowden Fahnestock, Washington: a pair of Chinese export porcelain bases, circa 1780, from Mrs. Felice H Francis of New York; a Persian runner, circa 1800, for the John Quincy Adams State Drawing Room—the gift of Mrs. John T. Gibson of Washington, in memory of Anna Cook O'Brien; a gilded clock by Lemuel Curtis, circa 1825-35, from Mr. and Mrs. Alan Hall of Rockport, Ind., for the Dolley Madison Powder Room; and a Chinese export oval platter, decorated with a scene of the surrender of British Major General John Burgoyne, 1778, circa 1825—the gift of Mr. and Mrs. Henry S. McNeil, Plymouth Meeting, Pa.

A Staffordshire bust of George Washington, the gift of Mr. and Mrs. Glenn C. Randall of Washington, is on display in the James Monroe Reception Room. That room also has a set of brass fireplace tools, circa 1810, embossed with an American eagle. It was donated by Dr. and Mrs. Stanley Sarnoff of Bethesda, Md.

The remodeled James Madison Dining Room will have a six-light English glass chandelier, circa 1780, which was given by Mrs. Golsan Schneider of Somerset, Va. There are many other handsome gifts, including a pair of French Empire porcelain vases, circa 1810-30, from Israel Sack, Inc., New York, for the Dolley Madison Powder Room; a collection of 18th-century Waterford glass, from the bequest of Mrs. Charles Stanley White of Washington; an antique Heriz rug, from Mrs. Wilson G. Lamb IV of Baltimore; and a rare Queen Anne miniature highboy, circa 1740-50, the gift of Judge and Mrs. G. Burton Pearson Jr. of Mountchanin, Del., for the Martha Washington Ladies Lounge; and dozens of other acquisitions.

Donors of $10,000 or more in 1980 include Mr. and Mrs. O. Ray Moore of Atlanta, $137,500; Morris and Gwendolyn Cafritz Foundation, Washington, $100,000; J. Aron & Co., Inc., New York, $50,000; Mr. and Mrs. Charles S. Bresler, Chevy Chase, Md., $50,000; Mr. and Mrs. Edward H. Alexander, Toledo, O., $29,907; Mrs. James Stewart Hooker, New York, $25,250; Claneil Foundation, Inc., $25,000; Leidesdorf Foundation, Inc., Palm Beach, Fla., $25,000; Dora Roberts Foundation, Big Spring, Tex., $25,000; John A. McCone and Mrs. McCone, Pebble Beach, Calif., $22,500; Ruth and Vernon Taylor Foundation, $20,000; an anonymous donor, $15,365; Elizabeth Cheney, Oak Park, Ill., $15,000; Mrs. Robert H. Frazier, Greensboro, N.C., $10,290; Mr. and Mrs. J. T. Dorrance Jr., Gladwyne, Pa., $10,250; Mrs. Vincent Astor, New York, $10,000; Mrs. Lewis Clark of Washington, in memory of her late husband, Lewis Clark, $10,000; Mrs. Robert Livingston Clarkson, New York, $10,000; William Randolph Hearst Foundation, $10,000; Charles E. Merrill Trust, $10,000; Mrs. Leland A. Pyle, Alexandria, Va., $10,000; and Mrs. Benjamin C. Russell, Alexandria City, Ala., $10,000.

The Fine Arts Committee said it is now seeking $850,000 for other architectural changes in the reception rooms.

"We also need to raise annually gifts of funds or securities totaling $250,000, to make payments on objects being purchased for the rooms," Mr. Conger said. "This is in addition to the funds required for future architectural improvements. We are not as affluent as we appear. Some 50 percent of our collection is on loan; it can go away as fast as it came in."

Contributions of funds to the Department are tax-deductible. Inquries should be made to Mr. Conger, chairman, Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

At Home

Public diplomacy—practicing it privately

Here's how the retired employee can play a role

BY STEPHEN N. SESTANOVICH

The author served in the Department, the old USIA, and in posts around the world, from the postwar period until his retirement in 1971.

SAN FRANCISCO—The private practice of public diplomacy offers the retired Foreign Service officer an afterlife enjoyed only infrequently by other professionals. Every communication skill developed and sharpened during your active career is put to use—free at last of bureaucratic regulation, budget reviews, reports and evaluations. Your spouse is a full partner. Your hours are your own. Your reward is still having a productive role in world affairs.

Mr. Sestanovich

With my wife, Molly, I have been practicing public diplomacy privately here for a number of years. Our work is remarkably similar to what we did for 30 years in the Foreign Service. It's easy to get started in the private practice of public diplomacy. This activity is encouraged by organizations like San Francisco's International Hospitality Center, part of a national and worldwide network that has been organized by the National Council on International Visitors.

Similar hospitality and scheduling centers, operating in other cities under slightly different names, have staffs that arrange meetings between foreign visitors and American hosts—anywhere from Maine to Hawaii. If you wish to be a host in Detroit you call the International Visitors Council; in Gainesville, Fla., it's the Council for International Friendship; in Lincoln, Neb., it's the Mayor's Committee for International Friendship; in Sacramento, Calif., it's the People to People Council; in Des Moines, Io., it's the Council for International Understanding; in Cambridge, Mass., you contact the marshal's office at Harvard University. A 10-cent postcard to the National Council on International Visitors, Meridian House, 1630 Crescent Place N.W., Washington, D.C. 20009, asking for the affiliate in your area, will bring a quick response.

Visitors from the Soviet Union's Togliatti Auto Works tour the General Motors assembly plant near San Francisco. ***(Photos by International Hospitality Center, San Francisco)***

Molly and I also have our own sources: consular offices here of countries where we've served, and old friends and colleagues from all those years at foreign posts—many of whom have risen here to positions of high responsibility in education, government and industry.

The phone rings often to announce the arrival of new clients:

- Would you undertake to introduce the vice chancellor of the University of Singapore to the local university community? ("He was in the ministry of education when you served in Singapore, and he remembers you.")
- A producer from Helsinki's Finnish Broadcasting Co. is going to be in town, and would like to get to know the radio industry in the Bay area. ("She remembers you from the days when you were at the American embassy in Helsinki and she was a young news writer.")
- An Italian political leader, now a senator, will arrive in San Francisco next week. ("He says he worked for you in Naples. He'd like to meet the folks at the Association of Bay Area Governments.")

Each visitor presents a challenge. Plans must be made. Appointments arranged. Meetings scheduled. Guest lists drawn up. Does the visitor speak English? If not, can you resurrect your Foreign Service Italian, Finnish, Malay, French, Spanish? Is the visitor traveling with a spouse? Do they enjoy sightseeing? Visits to cultural centers? Is the visitor socially inclined? Should you plan a small dinner and invite local colleagues?

After a day or two of visits to Muir Woods, the wine country, the museums, the universities, Ghirardelli Square and conferences with counterparts, the visitors are ready for some long-awaited home hospitality. This is what foreign visitors appreciate most during a stay in the United States. Here, over good drinks and food, is where the great interchange of ideas takes place, where misconceptions are corrected, where blanks are filled in. For these social gatherings you call on a wide range of local professional and personal friends whose tact and competence you've learned to respect.

Molly and I brought the vice chancellor of the University of Singapore into direct personal contact with American educators, foundation executives and Government officials who, during the '50s and '60s, responded generously to pleas for U.S. assistance in reshaping Asian university curricula, developing research programs and increasing library holdings. Among the guests at dinner was an official of the Asia Foundation's "Books for Asia" program, a nonprofit clearinghouse which, since 1954, has collected and shipped more than 20 million books to Asian universities and other educational institutions. "Without this aid," said the vice chancellor, "our library holdings, and hence our research, would be dangerously weak." He was taken on visits to huge warehouses to witness how books donated by American publishers, libraries, foundations and individuals are prepared for overseas shipment.

At another time, the director of Mexico's most important concert hall came to us holding firm convictions that the fountainhead of musical development still rested in Europe. This, her first visit to the United States, revealed a plethora of schools of music, centers of performing arts, countless highly-skilled symphonic and operatic groups, and experimental music workshops that paid homage not only to the musical heritage of Europe, but to that of Africa, Hispanic America and Asia, and were producing new music, drama and ballet. At a small social gathering she summoned her good grace to acknowledge that, right in her own New World backyard, she had discovered not a cultural desert but cultural vigor and enthusiasm equal to that of Europe. Since then, she has come to the States again and again, and has established relationships with dozens of musical companies, schools and individuals.

On yet another occasion, a journalist from Poland displayed traditional Slavic skepticism: he was sure the itinerary for his U.S. visit would include only "the sweeter side of U.S. life." But a picnic arranged for him brought him together with several San Francisco news people with a bent to give him a full picture: Hunter's Point, where slum conditions shocked him; union halls on the waterfront; unemployment lines; welfare agencies; drug abuse clinics. All were added to his schedule. With his new colleagues in the newspaper fraternity, he tramped through Haight-Ashbury, sat for hours in the criminal courts, and chatted with teachers in the ghetto schools. On his return to Poland, he published articles about his experiences, never failing to credit his citizen-diplomat hosts for their evenhanded treatment in showing him the best and the worst of American reality.

The stream of visitors seems endless. Their questions and dilemmas about America are limitless. "Why do employees in U.S. supermarkets carry guns?" (It had to be explained the "guns" were pricing tools strapped around the waist, protected in a holster.) "Why must my travel in the United States be limited?" asked a Soviet chemist. (He was taken to the Presidio of San Francisco, where he visited offices, watched ceremonies and walked around; and to the University of California in Berkeley, where he browsed through library shelves, inspected laboratories, attended classes and spoke to students. At dinner he allowed that foreigners in the Soviet Union do not enjoy anything like freedom of movement within military posts and university research centers.) "Why was I housed in a hotel in the redlight district?" asked a visitor from a Moslem country. (We told him it wasn't intentional, but it happened now and then.)

The openness of American life, though at first criticized by some foreign visitors, nearly always turns out to be among our most admired traits. It is a primary ingredient of public diplomacy.

This is open diplomacy. It is winning increased favor among traditional diplomats. Skilled diplomatic craftsmen as diverse as Armand Hammer and Henry Kissinger have stated independently that peace, harmony and prosperity in the world are not necessarily created by conferences of national leaders and diplomats so much as they are promoted by day-to-day contacts, encounters among people and institutions of nations. Presidential candidates and presidents have for years pledged to involve the American people in the foreign-policy-making process. Public diplomacy and the private practice of it is maturing as the most dramatic innovation in the conduct of international relations since the Peace of Westphalia.

Junior Leaguers and Urban Leaguers from Brattleboro, Vt., to Monterey, Calif., are becoming world citizens as no one thought they ever would. Once isolated geographically from the rest of the world, U.S. citizens are now at ease welcoming foreign visitors into their homes and their lives. Even ardent nationalists, who until recently were incapable of understanding the same feelings in others, are graduating from xenophobia to bear hugs.

Their efforts are making friends for America among a huge cadre of emerging foreign leaders. Once youthful and up-and-coming foreign leaders like Margaret Thatcher, Anwar Sadat, Julius Nyerere, Indira Gandhi and Helmut Schmidt were early visitors to our shores. They savored American hospitality when public diplomacy was in its infancy. Their eventual successors are surely among us today, forming a transnational fraternity (or sorority) of men and women in the public life of both the United States and other nations.

No one is better prepared to undertake this private practice of public diplomacy than the retired Foreign Service officer. As traditional diplomacy comes to mean more and more hotlines, computers, facsimile transmissions and other technical marvels, a rising constituency argues that, on our ever-shrinking planet, whose leaders must depend on impersonal electronic devices, personal contacts between people must provide the humanizing dimension so essential to human understanding and international good behavior. ■

Book Reviews

Writers contribute to symposium on the role of wives

Four viewpoints are said to predominate

BY LAWRENCE B. LESSER

The reviewer is a Foreign Service husband currently assigned to the Policy and Coordination Staff, in the Office of the Director General. This article reflects, of course, Mr. Lesser's own views.

HERZ, Martin F., ed. *Diplomacy: the role of the wife*. A symposium. Institute for the Study of Diplomacy, Georgetown University, Washington, D.C. 20057. 1981. 75p. $4.50

THE revolution among Foreign Service wives that began about a decade ago "is continuing—and changing," says Martin F. Herz as he introduces this collection of 25 essays by persons familiar with the issue. Ambassador Herz writes that there were two well-defined camps in 1972, with the "modern" side prevailing in the Department directive on wives issued that year. Now, however, he finds six or seven different points of view on the subject, and they are not closely associated with proposed programs of action. One thing is clear: no one believes that the problems addressed by the directive have really been solved. Indeed, since 1972, the situation has become more complicated, with more officers resisting assignment overseas, or being more particular about where they are willing to go, and with increasing numbers of wives and children staying behind or splitting their time between the husband's post and elsewhere. Nearly everyone feels free to express his or her dissatisfaction, and the poor Department scrambles to accommodate contemporary trends through new laws and regulations.

Mr. Lesser

Most of the participants in the symposium are diplomatic wives themselves; a few are ex-wives; a few are husbands; some of the diplomats are women. (Not all are Americans.) Their views, collectively, are not a full cross-section of opinion on the wives' role. Most either tell about the virtues of the disestablished traditional view, or they take a dispassionate "expert" approach, emphasizing the complexity of the issue but stopping short of proposing what should be done about it.

Mr. Herz says there are six or seven points of view in the short essays, but I only found four distinct approaches:

—*The Describers:* Lesley Dorman and Patricia Ryan jointly lay out the dimensions of the problem in their contribution, quoting the 1977 "Report on the Concerns of Foreign Service Spouses and Families," as follows:

"Foreign Service spouses will always be a part of the 'system,' especially abroad where they are dependent on departmental services and implicitly responsible to a larger community. Most Foreign Service wives recognize this paradox." They then describe where wives fit in the system. Several others do so as well, generally in a rather detached bloodless style. The writer who most clearly describes things with verve and conviction is Penelope B. Laingen, who says her own role "has been beached halfway between the Women's Liberation Revolution and the Iranian Revolution." She sums up the wives' problems still being faced by the managers of the Department some eight years after the famous directive:

> At the moment, they not only have a number of wives of hostages to contend with, but wives who have been evacuated from various countries and who sit in motels with crying children awaiting reassignment; wives who want to work in embassies overseas (which might give long-standing local employees the jitters); officer-wives who want to be at the same post with their officer-husbands; divorced wives who want compensation for past work in the traditional role; wives who refuse to accompany their husbands to post, so that separations, divorce, and resignations are on the increase, and wives who, on the principle of the directive, will no longer keep the communities ticking along, nor welcome newcomers, nor give senior wives the time of day, nor ask junior wives to the Residence, nor participate in local events.

But Mrs. Laingen goes on to propose part of a solution, which makes her essay a bridge to another group of writers, classified here by me as the Problem Solvers (A and B). She says that, since remuneration is the only viable form of recognition for work, "the Department ought to pay wives for the work they do." That solution has much to recommend it, especially in that it recognizes the validity of views on both sides of the problem—those of the Government and those of the wife.

—*Problem Solvers A* (addressing the Government's side): Giuseppina Pietromarchi, president of the Italian Association of Diplomatic Wives, quotes Talleyrand: "Give me a chef, I'll take care of the rest." Diplomats must entertain, and traditionally a wife has been the ideal person to take care of the arrangements. Harvey Feldman satirically carries this idea to its logical extreme, proposing that a Spouse in Residence (SIR) program be established, in which wives be issued at post, the way houses and furniture are. Then the diplomat could go on being "worldwide available," and his real wife could stay behind and find "self-fulfillment." With tongue in check, Mr. Feldman suggests that the Government's problem is that, if wives won't fill the wife role, some other way must be found to fill it. Several other contributors to the symposium also try to illuminate this issue by finding humor in it.

—*Problem Solvers B* (addressing the wife's side): Other contributors seem to take dissatisfied wives to their bosoms; they tell them that things needn't be so bad. Their advice can be mighty pedestrian: one problem solver goes so far as to list "particularly memorable volunteer social service activities," as if they might inspire some diplomatic wife with role problems. Another, a wife, recalls with justified satisfaction how her interjections in diplomatic conversations over dinner elicited highly-revealing answers from a senior official of the host government.

—*The Searchers for Self:* The fourth major viewpoint is that of the victors in the 1972 revolt—those who see the role of diplomatic wife as constraining or demeaning, and who have broken out or intend to break out to establish an identity of their own, not settling for the derivative one as the wife of a diplomat. Presumably, readers are already familiar with their ideological position.

* * *

Here let me pause. I am struck by the aptness of the symposium's title: "Diplomacy: The Role of the Wife." I wonder whether Georgetown's Institute for the Study of Diplomacy has thought of undertaking a similar project to be entitled "Diplomacy: The Role of the Diplomat." My point is that everyone's role in diplomacy has been called into question in recent times, not just the wife's. What is the proper relationship between one's public role as a member of a disciplined service and one's private role as an individual? How much should a member of the Foreign Service insist on have his (or her) personal goals and beliefs respected by the institution, and how much is there an obligation the other way to be always and everywhere a representative of the American Government and people? And, for that matter, what is the answer to those who say that professional diplomats are becoming obsolete, what with modern communications and the turmoil in so many parts of the world?

But more fundamentally, how do all these considerations fit into the broader question of an individual's role in society? To argue for a change in the role of the diplomatic wife, one must fit the present role into some conceptual framework. But only a few of the writers in this symposium seem concerned enough to do that.

I think I can suggest one appropriate conceptual framework for a discussion of roles in society. It is illustrated by Hawthorne's essay-story entitled "Wakefield." Hawthorne had read of a man in London who left his home one day and simply vanished. Twenty years later, he reentered the door of his old home "and became a loving spouse till death." During his time away, he had done nothing more dramatic than to take up lodgings elsewhere in the same neighborhood, but he avoided contact with his wife and others who knew him. Hawthorne read of this incident, and the remainder of his story is his speculation on the motivations of such a man, who stepped aside from his role in society. He thinks Wakefield must not have realized the enormity of his action when he vanished, that he must have longed to return home to his old life, that he lived furtively and fearfully during all those years, guiltily sneaking looks at his wife and his house but still not taking up his role—until, at last, he and she are old, and it is too late to make up the loss. The final judgment of Wakefield is very harsh:

> Amid the seeming confusion of our mysterious world, individuals are so nicely adjusted to a system, and systems to one another and to a whole, that, by stepping aside for a moment, a man exposes himself to a fearful risk of losing his place forever. Like Wakefield, he may become, as it were, the Outcast of the Universe.

KUWAIT—Ambassador *Francois Dickman* opens the new family liaison office. With him is *Karin DaHarb*, wife of the regional engineering security officer here. She has volunteered to coordinate office activities.

All of us play roles in society. As Americans, we value the right to choose what our roles will be. Then we train ourselves for those roles, and we hope that our choices are validated by the recognition society gives the roles. Diplomats, for example, know that they are invited to parties and told confidential things because they play their roles well. Their wives are also treated in certain ways because they are the wives of diplomats. They can play that role "as written," which is the traditional approach. They can also reshape it to fit their own individual talents, as some of the new-type wives are doing. And they can reject the role altogether. But the latter is not a thing to be undertaken lightly. It is a less dramatic equivalent of Wakefield's fateful choice. If you don't accept some version of the role of diplomatic wife, what role do you want?

When things are working well, there is an understood contract between the wife and the institutionalized society of the Foreign Service (through the husband as intermediary); mutual rights and obligations are implicit in the contract. Before 1972, the institution insensitively demanded much of wives and acknowledged little obligation in return. With the success of the revolution of Foreign Service wives, its position has been reversed. Now wives can make demands and the Department cannot. Now many wives argue that they have few obligations to the institution. But things are not better. The stresses remain.

One of the symposium participants, Katherine Gratwick Baker, nicely puts things into perspective. "The stresses remain," she writes, "but of course every way of life has its stresses." In a world offering a bewildering array of choices, Foreign Service wives are no better or worse off then the rest of us in having to shape our roles within the constraints of the larger systems of which we are a part. Those who succeed are well worth listening to and reading about. We can sometimes apply what they say to our own lives.

The quality of the contributions varies greatly from one to another of the 25 participants in this symposium, but the best of them are rewarding and insightful. Collectively, they are far from definitive. But the subject won't hold still for anyone to wrap it up just yet. ☐

'Someday. . .there'll be another U.S. envoy's wife in Iran'

The reviewer is the wife of William H. Sullivan, who was the last American ambassador in Iran.

HELMS, Cynthia. *An ambassador's wife in Iran.* New York, Dodd, Mead & Co., 1981. 212p. $12.95

THE IRAN experience is one that many Americans will never forget, particularly those who served there. For those unfortunate enough to have been caught and held hostage in Tehran for 444 days, and for their families, it was like a sudden cessation of the forward movement of their lives. For those of us who were there a bit earlier, it was also a standstill period. Yet there was, for us, a feeling of spinning without control. We were carried, like everyone else, by the wind of a revolution that was to dethrone a shah and mock the power of the United States.

Mrs. Sullivan

Mrs. Helms, wife of former Ambassador Richard Helms, saw the country in less troubled times. Yet the signs of things to come were plain. She writes about the feelings of the Bazaris, with no political parties to act through, who turned to the mosque for expression; the students who demonstrated in the universities; the increasing corruption of some; the general uneasiness everywhere. However, her emphasis is not on these signs of trouble; it is on the culture of the country. "An ambassador," she writes, "needs to stay informed about his host country. What I could do, and what I delighted in doing because I wanted to learn, was expand our awareness of Iranian culture." We view, through her eyes, archeological expeditions, a tribal wedding, the great mosque in Mashad. Cynthia Helms was a serious student not only of the language and art, but also of the literature, of Iran. Her interest led her into translating some of the Iranian folk tales—a surprising ability to find in an ambassador's wife and one which was noted with pleasure by many Iranians, including the shah.

Many of her memories of life in Iran are much like mine, from the surprise of the assignment to the pleasure of meeting the attractive shahbanu, to the methods of dealing (and being dealt with) by the household staff. I laughed at her description of the gardeners' distaste for interference in their plans for the garden. I, too, tried my hand and was encouraged to pull back.

Security and its sometimes funny difficulties were a problem for both Cynthia and me. Of course, the security people had their problems with us. Picture a fine, upstanding Iranian soldier having to put up with the difficulties of an archeological expedition in order to guard the wife of an American ambassador—Cynthia Helms. Or the wonder of an American Marine, on guard duty at the residence while the ambassador is away, who suddenly hears a roar of laughter from the bedroom in the middle of the night. A nightmare that she had been kidnapped has awakened Mrs. Helms, and her first feeling is that she is not properly dressed for the occasion—she is not wearing her best nightgown. Her second reaction is amusement at the first.

The chapter on women was the one which interested me most, probably because it was the Iranian women who interested me most when I was in that country. I was impressed by the ability, the success and the position of women in the city of Tehran—less so in other parts of the country, I grant you. They seemed to have achieved so much. And yet, even before the arrival of Khomeini, there was a return to the chador, that all-enveloping garment meant to hide from the eyes of men whatever figure is underneath. This was most noticeable among the younger women. One of them explained to Mrs. Helms that "she found her way of doing things was wrong according to her religion. . .She felt she has been encouraging her brothers to be libertines." I have a feeling that she and other young ladies might later have changed their minds. Certainly, the first major demonstration in the streets of Tehran, after Khomeini's fundamentalists had taken over, was by women—against the wearing of the chador.

After his retirement, Richard Helms continued to have connections with Iran. Mrs. Helms' story does not end with their departure from the residence. Both of them visited the country afterward and saw the changes taking place. They also visited the shah in New York (during the hospitalization which was used as grounds for the takeover of the embassy).

Cynthia Helms is not pessimistic about Iran. Its long history contains few periods of peace and quiet. The present government is weak. The possibility for disintegration of the country into tribal and foreign-dominated areas is strong. For the United States there is no immediate role. We will probably not even have diplomatic relations for some time to come. And when relations are renewed, they will not be as intimate as they were in the days of Mohammed Reza Pahlavi. Someday, though, there will be another American ambassador's wife in Iran. ■

The 'Other' Service

2 from Foreign Service are on detail in the military

Preston writes from West Point, Padelford from the Pentagon

By Gene Preston

The author, a Foreign Service officer since 1966, has been in a variety of assignments, both overseas and in the Department.

THE U.S. Military Academy, or West Point, is at the same time a very public institution and a most private one. Rising serenely above the Hudson River, some 50 miles north of Manhattan, the Point is host to over a million and a half visitors annually. They enjoy its military museum; the soaring cadet chapel; Revolutionary War-era Fort Putnam, which overlooks the central grounds; the Plain; and—weather permitting—a stirring parade of the cadet corps.

The essence of West Point remains, however, closed to the public. So, as a Foreign Service officer assigned here by the Department, 1979-81, I felt privileged to be initiated into some of the mysteries of America's oldest military school.

On my first walk across the cadet area, feeling very much the trespasser in my civilian garb, I was pleasantly surprised by a constant volley of greetings: "Good morning, sir." Halfway across the quad, already tiring from acknowledging so much attention, I realized that all the greetings were merely the courtesy required from lower classmen, or plebes, to the upperclassmen, dozens of whom were walking in my wake. In my final semester here, I took quiet satisfaction that my own movements could stir an occasional: "Hello, Professor Preston"—though the academic title rested a little uneasily upon me.

I suppose the fact that Foreign Service personnel are neither civilian nor military, and that we possess our own discipline, mores and rites, had something to do with West Point's willingness, back in 1965, to crack its solidly uniformed ranks and invite a Foreign Service officer, James D. Rosenthal, to become its first regular instructor who was not of the military. Foreign Service people assigned here since have included Ron Palmer, Al Francis, William Helseth, Craig Baxter and Ed Murphy.

Gene Preston, with his social science class.

I don't know how it was with my predecessors, but by the time my turn had come in 1979, there were no honorific or protocol aspects adhering to the job. The only way the military has to decide what to do with a civilian is to assess his rank (FSO Class 4 is not exalted here, where there are four generals and about 100 colonels) and to stick him someplace where his duties will be defined by organizational mission. Like all my predecessors, I was assigned to the Department of Social Sciences, one of the 14 academic baronies which struggle for students and prestige at the Point. My job was to teach upperclassmen their required course in international relations.

My companions in the social sciences teaching arena were 55 Army and a few Navy and Air Force officers. Most were taut, hard-charging captains and majors, all come directly from graduate work at the best universities, courtesy of military financing. I couldn't begin to challenge them on the most recent models, theories and bibliographies treating international relations. But I did offer some different perspectives and anecdotes drawn from 14 years of diplomatic work.

Foreign Service perspectives have resulted, I believe, in some lasting contributions to the cirriculum and life of West Point. Ron Palmer wrote a pioneering study on blacks at West Point, and played a useful role in helping the academy decide to increase its minority representation. William (Doc) Helseth pioneered, a decade ago, a still very popular elective on "Issues in American Foreign Policy." Another predecessor, Craig Baxter, was the first to introduce South Asian studies, and he developed the present course in developing nations. I am teaching this semester a seminar of my own conception, "Ethnics and Realism in American Foreign Policy," drawing on the writings of Reinhold Niebuhr, Walter Lippmann and Hans Morgenthau, who, otherwise, would be ignored here.

Aside from their regular teaching duties, FSOs are free to find here whatever niches they like. The gym is a favorite hangout for everyone, and I learned from the few tenured faculty members that one of the early FSOs, Al Francis, had established a fearful reputation as a wrestler. Ron Palmer's classroom prowess was enhanced by his feats on the basketball court.* Ed Murphy, with five teenagers, practically ran the local high school.

I didn't ignore the ski slopes, the squash courts and sailing, but my own creative itch led me to promote and produce the academy's first television series, "To The Point." It features interviews with newsworthy persons visiting here, like Ambassador Hermann Eilts and Tehran-escapee Robert Anders, plus controversial individuals such as feminist Betty Friedan and antiwar activist William Sloane Coffin.

Classes at West Point are uniformly small—usually, at the most, 15 students. Attendance is mandatory, as is a modicum of classroom participation. Decorum is superb.

I have arranged to take groups of cadets into the city for Foreign Policy Association luncheons and meetings of the Council on Religion and International Affairs.

The Iran hostage crisis was coterminous with 14 months of my teaching. No public event since Vietnam occasioned so much discussion and melancholy among the cadets. This was healthy, in that who should know better the limits of American power than those who professionally are trained to apply its most coercive forms. My students were on the whole prudent about all dimensions of the Iran dilemma—not at all bellicose in the stereotypical ways civilians might imagine the military. It was wonderful to find the former hostages in our midst here on their arrival in the United States. When Bruce Laingen led the returnees and their families for dinner with the cadets, a 10-minute greeting roared from 4,200 throats.

A personnel officer at State had suggested the detail here by arguing that, since I would not be within the promotion zone for several years, "why not go off and have some fun?" He was right, considering the remarkably good time I have had teaching, the superlative schooling for my children right on post here, and the camaraderie.

It seems to me that my time here was well spent. □

'. . .Some surprises both for the Navy and me. . .'

BY EDWARD A. PADELFORD

The author, now on his second Defense exchange assignment in the Office of the Secretary of Defense, is one of 15 Foreign Service employees serving at the Pentagon.

I HAD expressed an interest in being assigned to the Pentagon for a tour in the State-Defense exchange program. While in the Bureau of Near Eastern and South Asian Affairs, I had worked closely with military officers assigned to State. I like and respected them. I felt now that both the Department and I could benefit from a Defense assignment. I selected the Navy.

Mr. Padelford

In very short order there, I was installed as head of the Middle East branch, Political-Military Policy and Current Plans Division, under the chief of naval operations. I was assigned a lieutenant commander as my assistant. My duties included assuring that the chief was kept informed on any Middle East matters in which he might conceivably have an interest.

His staff interpreted this in the broadest sense. In my first few months, I was called on to write numerous papers and memoranda, and to brief the chief on political, economic, social or other characteristics of Iran, Lebanon, Israel, North Africa, Saudi Arabia, Pakistan and various other places. More often than not, I worked 10-hour days and, like colleagues at State, some weekends. I had been used to the long days and the weekends, but it took somewhat longer for me to get accustomed to the starting hours—8 a.m. or earlier.

---

*Ambassador Palmer's article on his experiences, "Soldiering for State at West Point and Surviving," was published in the Foreign Service Journal in 1976.

There were some surprises both for the Navy and me. My organization was a military one in the strictest sense, that is, it was staffed strictly by naval officers (and a few Marines). To my superiors and compatriots, I was like a full-fledged naval officer, in that I was considered competent to represent the Navy in my work. But it took a few months before the headquarters staff saw this "unusual civilian" (meaning me, for want of a better term) as speaking authoritatively on behalf of the chief of naval operations. And it took somewhat longer for the field—more appropriately, the fleet—to accept this. Several of my initial telephone conversations with the staff at U.S. naval headquarters in Europe, and its Pacific counterpart were met, I am sure, with gasps, when I told the seamen answering the phone that I had no rank—that I was an ordinary civilian. (Completing work on my Ph.D. earned me the right to use the "Dr." title and had some advantage; to the Navy, any title is better than none.)

Another disconcerting problem was the military chain of command. The ordinary Foreign Service officer is used to fairly easy access to his superiors. Not so in the Navy. Whenever I did anything, there were countless individuals who had to be informed, briefed and satisfied. To skip a level in the chain of command on the naval staff comes close to being a court-martial offense. It just isn't done, as I discovered early, when I briefed my admiral's three-star superior on a subject before briefing my own admiral.

Was the assignment a useful or rewarding one? Did it fulfill the purpose of the exchange program, as set down by Secretary Herter 21 years ago—"increased recognition of the close connection between diplomacy and military power." I would answer yes to both questions. My assignment began in a period when the Navy was being called on with ever-increasing frequency to place increased attention—and a sizable portion of its assets—on or in the Persian Gulf and Indian Ocean.

During my assignment in the Near East bureau, I had worked closely on several evacuations of U.S. and other citizens from war zones. I was able at the Pentagon to draw usefully on this experience in the early 1979 evacuation of personnel from Iran, in which the Navy played a considerable role. On several occasions, I wrote papers or speeches setting forth Navy policy. They were later signed or used by the chief of naval operations or other senior naval officials. For several of the speeches that I drafted, I drew liberally on policy statements that had been made by senior State Department officials. Hence, I believe I was able to implement and in fact prove the maxim of former Under Secretary U. Alexis Johnson (NEWSLETTER, May 1976): ". . .there are no strictly foreign affairs to the exclusion of military affairs and vice versa."

An assignment to this exchange program, particularly to the staff of one of the military services, is not for everyone. There are frustrations and bureaucratic hindrances (sometimes referred to as "traditions"). But, for the Foreign Service officer who wants an unusual challenge, with commensurate responsibility, it's worthy of consideration. ■

Spring in Cairo

Blustery, blowy blue-gray morning

Palm-fronds flapping. . .

Gallabayas billowing, dark and
shimmery, soft flutters
off fat women and

Kiffayas flying fringed and ragged
checkers red and white, white and
black (no one can see the) blinking
back of salt-dry tears from camel-
poor nomads wandering desert-ed
Friday streets.

Chic city skirts flick out and up
like whirling dervishes, disco
dancers' rainbow bands, flower
petals.

Street litter sweeps itself away from
little dust-broom men—a sigh—
crumpled notes and dented tin
cans float and roll in mean
abandon thru jasmine air.

A bridge of flags waves true and taut
'gainst steel flagpoles riveted
to steel girders.

The Nile winks back: a rippling salute

White gulls soar high, sprung free
from diving boards of breeze.
Wing glides smooth flight, motion-
less as paper kites launched
from rooftop runways.

See! Rainbow colors leap out—to
dry—on balconies
A spring wardrobe on a clothesline.
Rush hour honking
Squawking like scared geese
flushed from marsh swamps.

Hurry, hurry cross bumpy asphalt,
dip-'n-swerve
Clear the way—to Marlboro
country *(puffers' paradise on the*
billboard signs)—
Lost among the Ruins—Kent *shall*
light the way.

Trees—dust green sway, slippy-soft
serenely sensual the elusive dance
of the Orient—
Now! A chorus line in revolt:
No! to airy choreographers!
Graceful dissent
Desperate ecstasy. . .
It's time. It's time.
Tidal waves cresting dry seas
Sand blizzards brewing. . .

Khamsin!

—ANDREA SILVERMAN

Mrs. Silverman teaches English at American University in Cairo. Her husband is in the AID mission there. Definitions of three words used in the poem follow:

Gallabaya: long-sleeved caftanlike garment worn by traditional Egyptian men and women.

Kiffiya: traditional head covering in the Middle East.

Khamsin: literally, 50 days. Period of time before summer begins, when sandstorms are prevalent (February to May, approx.) ☐

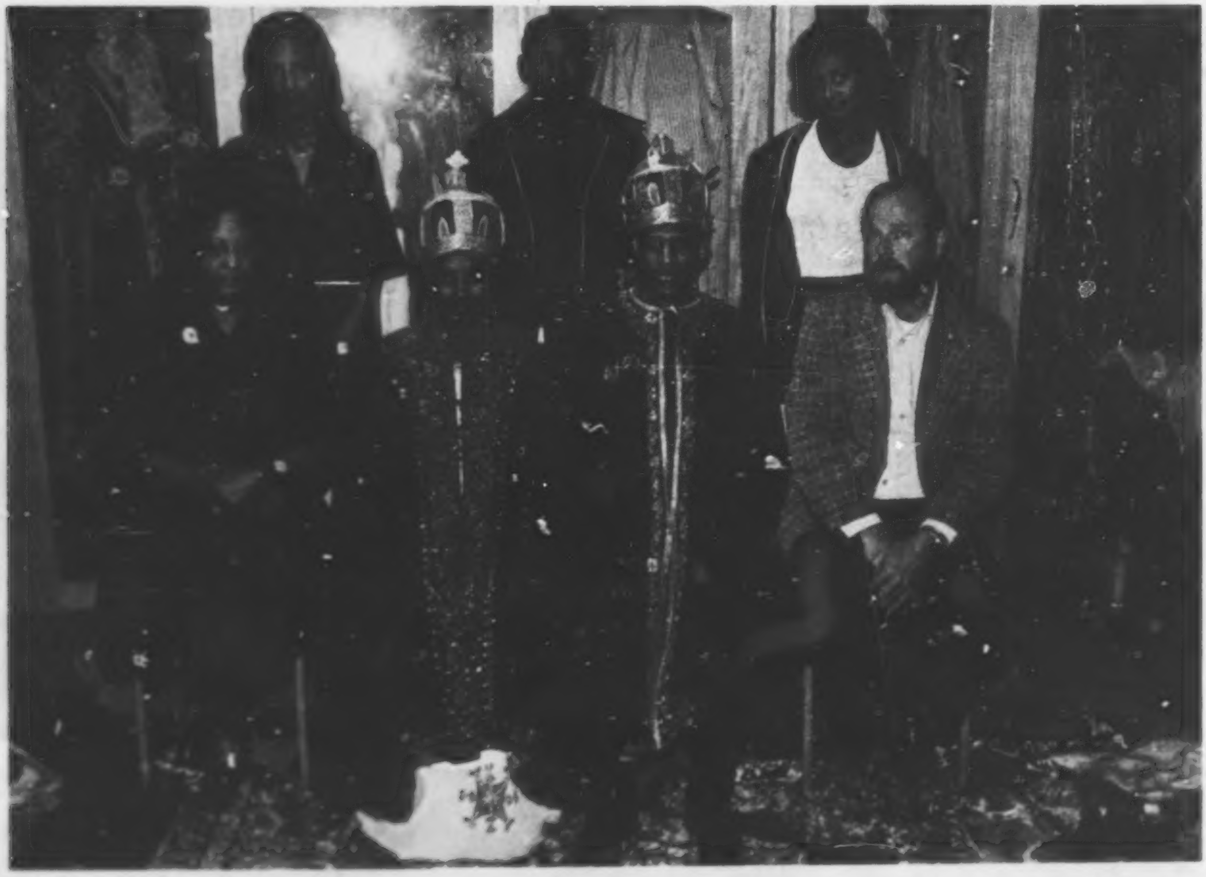
Post of the Month: Addis Ababa

LIFE at this East African post means living a 13-month year, if you go by the Ethiopian calendar. But, as these pictures indicate, there is enough here to keep you interested over that time span. This is another in STATE's continuing series on how our Foreign Service families overseas are faring. Most of the photos are by *Frank H. Day* and *Bogale W. Hawariot.*

Chargé d'affaires *Owen Roberts.*

A priest of the Ethiopian Orthodox Church.

The Tafari Library on the embassy compound.



Communications officer *Dennis Starr*, right, stands in as father of the groom during the Ethiopian Orthodox wedding ceremony of Marine security guard *Jim Gant* and his bride, *Galila*.

Secretary *Grace Wade* near a thorn tree at Lake Langano campsite.

Political officer *Frank Day* at religious festival. Velvet banner at left portrays the late Empress Taitu. *(Photo by Andreas Maleta)*

Acting deputy chief of mission *Andre J. Navez* and wife *Judy* feed their chickens.

From right: Marine security guards *Jim Scruggs, Cavendias Moore, Charles Parish,* chargé *Owen Roberts* and Marine security guard *Michael White. (Photo by Ann [illegible])*

At his farewell party, given by the Ethiopian employees, economic counselor *Phil Penninger* dances with general services assistant *Almaz Bennet.*

Foreign Service national employees *Johannes Mesfin* and *Sileshi Taffesse,* with communicator *Tom Sharpe.*

On the embassy compound. (Photo by Jim Bogdan) ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE *magazine. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

ASIA

Our daughter was told she needs orthodontic care to begin before age 12. But your office ruled that orthodontia is a condition not covered by State, and cannot be used as justification for Department benefits such as travel, health insurance and school-away-from-post allowances. We had applied for the latter. Please explain your policy.

A.

It is simply that dental care provisions are presently not included in the Department of State medical program. In the future, contingent upon financial resources being available, it is possible that travel for required dental care may be authorized.

Q.

WASHINGTON

I'm of Swedish ancestry and would be interested in knowing more about the Stockholm Syndrome, which has been occasionally referred to in recent press articles. Does it have anything to do with Sjogren's Syndrome?

A.

No. Sjogren's Syndrome is a symptom complex of unknown etiology, affecting the eyes, salivary glands and joints. The Stockholm Syndrome, on the other hand, is a psychological phenomenon wherein someone held captive begins to develop positive feelings (even love) for the captor. In a bank robbery in Stockholm in the 1960s two women became enamored of the robbers, and one was even intimate with one robber. The explanation of the phenomenon is that the person becomes so dependent on the captor to stay alive ("his or her life depends on it") that the feelings become confused and childlike and are experienced as love. It is interesting to note that none of the 52 returnees from Iran experienced this phenomenon.

Q.

WASHINGTON

My husband is considering having a vasectomy. We're happy with the size of our family and are sure we don't want more children. Nevertheless, there is a remote possibility that if an accident occurred, or circumstances were altered drastically, we might someday want another child. How successful are operations to reverse vasectomies? Would other possibilities, such as artificial insemination, exist for his fathering a child?

A.

Last question first. Since sperm production progressively drops during the first five years after a vasectomy, artificial insemination utilizing your husband's sperm cannot be relied upon. Also, you might be interested to know that vasectomy is now done as a 20-minute office procedure costing between $150-$200, which most insurance companies cover. A test is done in six to eight weeks to determine that no sperm are getting through—a "sterility check." During this interval other contraceptive measures should be carried out. As for the reversibility of the procedure, if it is attempted in the first five years by a skilled surgeon there is an 80% chance of success, assuming no infection has intervened. The percentage is much less if there has been an infection. At 5 to 10 years there is a 50-80% chance of reversibility. After 10 years, reversibility is "infrequent." Most experts agree that the operation should not be performed with the notion that the results will be anything but permanent.

Q.

EUROPE

I suffer from recurrent sores on my gentials, which I have been told are caused by a virus called Herpes II. Is it true that there is no treatment or cure for this condition? What are the risks for my future wife and offspring?

A.

There is no cure for Herpes II. However, the symptoms can be relieved by appropriate treatment. As for risk to your family, the virus can be transmitted through sexual contact. If a pregnant woman is infected, there is a higher risk of spontaneous abortion or premature delivery, and pre- and postnatal care must include treatment (on occasion a Cesarean section at the time of birth) to prevent infection of the newborn infant.

Q.

WASHINGTON

I'm aware of the dangers of smoking, but I'm having trouble convincing my pregnant sister of he same. What's the major reason why in expectant mother shouldn't smoke?

A.

A recent surgeon general's report on smoking and health concluded that "women who smoke like men, die like men who smoke." Smoking is the largest preventable cause of death in America. That is significant and solid information. But in pregnancy the risks of lung cancer or heart disease are not the only considerations. There's abundant scientific evidence that maternal smoking

(smoking during pregnancy by mother-to-be) *directly* retards the rate of fetal growth and increases the risk of spontaneous abortion, fetal death and neonatal death in otherwise normal infants. Smoking also contributes to the risk of infant sudden-death syndrome. So, aside from the inherent risks to the mother, smoking during pregnancy jeopardizes the baby's chances for a safe delivery and survival. In the minds of some, smoking during pregnancy can be considered a form of child abuse. Your sister should stop smoking, at least for the duration of her pregnancy. I encourage you to calmly and carefully discuss your concerns with your sister and her physician. □

Dr. Korcak's health hints

April: Cancer Control Month

If you won't read these seven signals of cancer, you probably have the eighth:

(1) Change in bowel or bladder habits.

(2) A sore that does not heal.

(3) Unusual bleeding or discharge.

(4) Thickening or lump in breast or elsewhere.

(5) Indigestion or difficulty in swallowing.

(6) Obvious change in wart or mole.

(7) Nagging cough or hoarseness.

(8) A fear of cancer that can prevent you from detecting cancer at an early stage, when it is highly curable. Everyone's afraid of cancer. But don't let it scare you to death!

April 15-21: Bike Safety Week

With the advent of spring and warmer weather, old and young enthusiasts will be thinking of getting out their bicycles. Following are a few steps you should take to make biking safer and more fun.

Ride a bicycle that fits you. The size of your bike affects your balance and ability to reach the steering and braking controls and pedals. You should be able to reach the ground comfortably with the ball of your foot while sitting upright on the seat.

Parents should supervise the selection of a bicycle for a child. Periodically they should inspect the bike to see that it is in good working order until the child is responsible enough to do so himself.

Check the tires for wear and tear. Also check the wheel spokes, chain, lights, and horn. Make sure the bike is well-oiled, and tighten any loose nuts and bolts.

Check braking ability on both wet and dry surfaces before taking the bike onto the street. Your bicycle also should be in good alignment. If it veers to one side when pushed forward, it is out of line and needs adjustment.

No child should be permitted to ride on roadways until he has mastered all aspects of the bicycle and this mastery has been observed by a parent on the roadway the child will travel. Bicycle skills that must be taught to children include safe starting, the ability to ride in a straight line near the curb, rules about right-of-way, turning corners and rapid stopping.

Remember that bicyclists are considered drivers under the law, and that traffic rules, signs and signals apply to the cyclist just as they do to the motorist.

You're traveling on one of the smallest vehicles on the road, and it's not always easy for motorists to see you. High-flying flags are a good idea at any time, and at night you should have lights, reflective tape or reflectors, and light-colored clothing. □

KRAKOW, Poland—Ambassador *Francis J. Meehan* visits the American Children's Hospital here.

Alcohol Awareness Program

Alcoholism examined: some considerations that are involved.

BY GEORGE SWEENEY

The author is chief of the alcoholism unit in State's Office of Medical Services. This is the first of a two-part series by him.

"Drinking 'against oneself' "

". . .There are many concepts of what a drinker must do to be an alcoholic. Let's take the case of the man who is a high-wire walker in the circus. He performs without a net and he finds he can be very nervous when he goes up on the wire. He finds also that a couple of drinks of Scotch before he goes up gives him a certain degree of equanimity and he feels OK. But the drinks also give him a little bit of ataxia; now ataxia isn't the most desirable thing for a tightrope walker. However, he goes up time and time again and nothing happens. But one day he falls and breaks both of his lower limbs. As he has his months in a cast to think about it, he decides that if he indeed returns to the business he is not going to drink any more before he goes up on the wire.

Mr. Sweeney

He goes back eventually, and a year rolls by, and he gets pressed and he feels anxious, edgy, and one day, lo, he takes a couple of drinks of Scotch just before going up on the wire. At that moment he is alcoholic—by definition—because he is drinking despite his own definitive best interest, against himself, and that's the name of the game—that's the disease called alcoholism."

The element of drinking "against oneself" as described here by Stanley Gitlow, M.D., consultant on alcoholism for the Department of State, is inherent in most of the several definitions of alcoholism and the alcoholic which are available to us. Thus, Marty Mann, the late founder of the National Council on Alcoholism, describes an alcoholic as "someone whose drinking causes a continuing problem in any department of his life." The World Health Organization defines alcoholism as "a chronic behavioral disorder manifested by repeated drinking of alcoholic beverages in excess of dietary and social uses of the community and to an extent that interferes with the drinker's health or his social and economic functioning."

What alcoholism is

Alcoholism is not determined by the quantity we drink, or whether the drink is whiskey or gin or wine or beer or bitters. It is determined by the effect of what we are drinking on our lives and on our behavior; by a correlation between repetitive use and ongoing problems. Alcoholism is a family living in isolation under the same roof when there is no longer communication between the drinking spouse and other family members; it is children who act guardedly and no longer dare or wish to throw themselves spontaneously into the arms of a parent. It is a boss sighing in exasperation at the latest embarrassing antic or omission of a once-trusted colleague, and who begins to think of job action. Or it is finally being asked to withdraw from the club because your membership is no longer viewed by the members as desirable. When such realities relate to our use of alcohol, whatever the quantity, we have arrived at a point of diagnosable alcoholism.

Repetitive use in the face of ongoing problems—drinking despite one's own best interest—is reflective of the kind of irrationality that overcomes the alcoholic. He has become subject to a drug, and he is an addict. It is not a matter of reason or will. It does not require physical dependency. As referred to by Alcoholics Anonymous, it is a mental obsession coupled with something like "an allergy of the body"; the alcoholic is drinking, or planning to drink, or recovering from drinking. "Once he starts drinking he isn't certain when he'll stop. Once he's stopped, he's not certain when he'll start."

What causes alcoholism?

There is great preoccupation with what causes alcoholism and, among still drinking alcoholics, preoccupation with "why am I an alcoholic?" Causes haven't been ascertained although, as research progresses, evidence that a tendency towards alcoholism may be inherited is becoming more and more compelling. Certainly alcoholism can be called familial. Alcoholism will repeat itself in most instances among at least some of the children of the alcoholic. And when there's no alcoholic parent, most alcoholics can recall out of the past at least one problem uncle or aunt or cousin who "tippled too much" and whom everyone either fretted about or giggled at but never did much for.

LeClair Bissell, M.D., has observed that the complex nature of alcoholism is a major stumbling block to progress in regard to determining causality. "We're dealing with a disease in which at least four different factors play a role—genetics, society, psychology and physiology. When they come together in the right combinations, whatever that is, they add up to alcoholism." And while current knowledge, she says, points to several predisposing factors, there is no simple predictive index. "It would be great if we found a test for a definitive biochemical abnormality in people who become alcoholic, if their blood would turn green or something. That would legitimize them as sick people in spite of the fact that the trouble they get into is labeled self-induced."

Among those whose unexpressed suspicion is that they are in trouble with alcohol, this preoccupation with the causes of their drinking or the causes of their alcoholism can be dangerous. One can wile away whole evenings rationalizing why one is finishing that fifth of gin, just as one can wile away a lifetime searching for one's "real problem," the problem of which one's alcoholism is being conveniently viewed as merely a symptom. The tendency to rationalize and intellectualize one's drinking, to believe in the myth that insight alone will cure it, is so common among alcoholics that it inspired the AA-coined adage: "Don't ask why—ask how. Don't ask 'why am I alcoholic,' ask 'how can I recover?' "

How alcoholism progresses

This disease doesn't occur overnight. It progresses along a reasonably predictable path, occurring in stages, with each stage characterized by certain symptoms. One doesn't have to demonstrate all of the symptoms to be alcoholic, any more than the occurrence of any single symptom alone will prove alcoholism. Symptoms will occur in clusters, in sufficient number to give accuracy to a diagnosis of alcoholism. The incipient alcoholic can be differentiated from the social drinker fairly early. Those who drink socially will do so occasionally, to relieve tension or to relax, or after a particularly rough day at the office—"what I need is a good stiff drink." The potential alcoholic will advance fairly early from this kind of so-called occasional relief-drinking to a more constant drinking for effect, when any occasion can become an occasion for drinking. As the individual's intake increases, there is a developing tendency to externalize a great deal—"if you had my problems you'd drink too."

Ed Maguire, a retired Foreign Service officer and long a spokesman on alcoholism for State's Medical Division, describes it this way: "I've been overseas and I've talked to people and I will ask someone why are you drinking this way—and he'll say: 'Y' know why I'm drinking this way—it's because the promotion list is out, and for the third year in a row I'm not on it and I'm fed up.' I'll talk to the man nearby and ask why are you drinking like this, and he'll say demurely: 'Well, I'm on the promotion list.' So there you have it, two guys, one getting bombed because he's on the list, the other because he isn't.

"I have said to some people down in North Africa why are you drinking, and they'll say: 'It's the lousy climate. It's so hot and so arid and so dry here all the time.' And I go up to Helsinki and ask why are you drinking, and they'll say: 'It's so cold and so damp all the time.' I can go to one post and ask a man why he is drinking and he'll say: 'My wife doesn't understand me,' and at the next post a man will say: 'My wife understands me too gol' darn well.' So all these people are drinking for reasons that in their hearts they know are not the real reasons, telling themselves that they are the reasons, and often enough and firmly enough that, ultimately, they end up believing it themselves."

Common to all the examples cited above is that alcohol is being used, not as a social mechanism, but for effect—as a drug, to change how one feels.

More is needed; the effect is less

As the individual's drinking patterns accelerate, there is a developing tolerance for alcohol. More is needed to get the effect that less has provided heretofore. The individual may show no indication that the increased volume is affecting him adversely, because the increased volume is what he now needs for only normal sedation. His friends describe him admiringly, or sometimes not so admiringly, as having "a hollow leg," and the individual himself takes pride in the quantity he can handle with no apparent ill effect. He can "drink everyone under the table," and the furthest notion from his mind is that his ability to handle his drinks is an early symptom of alcoholism. He now gulps his drinks in order to get the effect quickly and, before attending a party, he will "have a few" for fear that his needs won't be met by his host's supply. And once at the gathering, he will often volunteer to be bartender so that he can sneak a few as needed, or pour for others the very strong drink he would like to be given, the kind his heightened tolerance requires.

At some level of awareness a man (or woman) becomes sensitive to something amiss in the pattern of the drinking, and is uneasy about it. There is reason for uneasiness when at about this point in the progression of his disease he experiences his first blackout—a period of total amnesia during and following a drinking episode. His realization the next morning that he can't reconstruct a segment of the previous evening is frightening, provokes guilt and, most significantly, is not discussed. There may be the dilemma of accelerating use of alcohol, recurrent blackouts, and a total inability to discuss the problem. He denies to himself that he is losing control of his drinking, that once he starts he's not always certain when he'll stop. He suffers hangovers—nausea, tremulousness, sweating, headaches—and one evening, on the way home from the office, he promises himself that he is not going to go through the agony again. "Tonight I'll have just one, then I'll broil that sirloin and get to bed early so I can be on top of things tomorrow." And he mixes a strong one, and sighs deeply, and relaxes, and things feel so much better that he persuades himself that he can handle another. He has another. And another.

Self-help: is it possible?

Elaborate schemes to control the drinking follow—"no more drinks at lunch" or "just two highballs before dinner" or "no more on the rocks, just long ones, and Scotch, cut out the rye, it's too heavy" or "go on the wagon, well, maybe some white wine, or a little bitters now and then." Or perhaps in response to a complaining spouse or boss there is abstinence—for days, or weeks. But inevitably the controls relax, he can handle just one, and before long he is back to where he was. Persistent remorse follows, but to the rest of the world he is aggressive and grandiose and, throughout, denying. Family and friends are either pushed aside or avoided, and he becomes isolated, frightened by his helplessness and resentful of those with whom he has ceased communicating. Job problems follow, and the inevitable financial crunch isn't far behind.

Hopefully, a certain degree of awakening may characterize the final stage of an individual's alcoholism. The physical and psychic pain he is sustaining is great, and the sense of hopelessness intense, and at a certain level of consciousness there may be the insight that life without alcohol is now more of a necessity than it is an impossibility; that alcohol is no longer providing the escape that it once gave, that it has developed into its own terror. The alcoholic is in effect being crowded into a corner by his disease, where the options are now very limited—insanity, death or recovery. He is in the midst of the shambles created by his physical, mental and emotional deterioration. He knows that he needs help, but he can't effect the initiative to attempt change on his own. The final act in the progression of his disease, or perhaps the initial act in his recovery, is when he admits defeat and, in a moment of honesty, calls for help.

Before the bitter end

These are the stages of alcoholism, and this is it's progression if intervention doesn't occur. Fortunately, the disease doesn't require traveling the route to its bitter end. Today, early detection and effective intervention by others is the rule rather than the exception, and the notion that the alcoholic has to hit a "bottom" before he can recover is becoming less and less tenable a theory. Self-diagnosis of alcoholism through public education, or early confrontation by physicians, nurses, social workers, counselors, loved ones or co-workers, are permitting increasing numbers of the estimated 10 to 12 million alcoholics in the United States to get off the progression treadmill earlier in the game. Much of the credit for recognizing the value of early intervention in terms of lives, talent and money goes to industrial alcoholism programs, which today estimate an 85% recovery rate. Private industry became aware of the inroads alcoholism was making into its productivity when someone began tallying up the cost to it of absenteeism, lateness and on-the-job accidents due to alcoholism. Figured into the total, as well, was the cost of bad business judgments and faulty management decisions made by executives who had the disease. Industry refers to this dollar drain as the "40 billion dollar ripoff" and has responded to it by establishing employee alcoholism programs which, in cooperation with company medical units, diagnose and refer for treatment employees whose deteriorating job performance in most instances relates to their alcoholism.

In 1970 Congress passed Public Law 91-616, thus acknowledging that the vast number of people employed by the federal Government were just as susceptible to the disease as the employee in private industry. Now referred to as the Hughes Act, it was the motivating force for the establishment of the Alcohol Awareness Program within the Office of Medical Services of the Department of State, in 1972.

(The Alcohol Awareness Program of the Department of State will be the subject of next month's article in this two-part series.)

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

HONG KONG—Consul general *Thomas P. Shoesmith*, center, presents Meritorious Honor Award to nurse *Eveline Martin*. At right is deputy principal officer *Natale Bellocchi*.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*May*	*June*	*July*	*Length of course*
Administrative training				
Administrative CORE	25	15	6,27	3 weeks
General Service Operations	18	15	6,27	3 weeks
Personnel Laboratory	18	15	6,27	2 weeks
Budget and Financial Management	18	15	6,27	6 weeks
Coping with Violence Abroad	4,11 18	1,8 22,29	6,13 20,27	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Consular Employees Professional Seminar	11	—	—	2 weeks
Economic and commercial training				
Advanced Economic Review Seminar	—	—	20	5 weeks
Contemporary Economic and Quantitative Analysis	—	—	20	5 weeks
Executive development				
Supervisory Studies Seminar	—	7	—	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	29	—	2 weeks
Intelligence and Foreign Policy	—	1	—	1 week
Techniques of Negotiations	11	—	—	8 days
Analytic Reporting Skills	—	15	—	2 weeks
Orientation				
Foreign Service Secretarial Orientation	—	1	—	5 days
Departmental Clerical Orientation	11	8	13	5 days
Departmental Officer Orientation	11	—	—	2 days
Foreign Service Orientation	11	—	—	1 week
Foreign service officer orientation	—	24	—	6½ weeks
Secretarial skills				
Management Skills for Secretaries	—	22	—	2½ days
Clerical training				
Intermediate Stenography	5	—	—	9 weeks
Advanced Stenography	4	—	—	10 weeks
Beginning Typewriting	5	—	—	9 weeks
Workshop in the Preparation of Travel Vouchers	22	—	24	4 hours
Communication skills				
English and Communications Skills	19	—	—	10 weeks
Basic Writing Skills	11	—	—	5 weeks
Overseas Briefing Center				
Workshop for Foreign Service Families	4	1	13	2 weeks
Going Overseas	2,20	6,17	11,29	1 day
English Teaching Seminar	18	—	—	1 week

Area studies and language training

Area studies				
Africa, Sub-Sahara	—	15	—	2 weeks
Western Europe	—	15	—	2 weeks
East Asia	18	15	—	2 weeks

(Continued on next page)

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

The President

President Reagan welcomes freed hostages, White House, 1/27/81 (Current Policy No. 259).

Secretary Haig

News conference, Department of State, 1/28/81 (Current Policy No. 258).

Europe

Ninth Semiannual Report: Implementation of Helsinki Accord, 6/1/80-11/30/80 (Special Report No. 77).

Inter-American affairs

Central American Review, Bushnell, Inter-American affairs, Subcommittee of House Foreign Affairs Committee, 3/5/81 (Current Policy No. 261).

Communist interference in El Salvador, Department of State report, 2/23/81 (Special Report No. 80).

U.S. policy toward El Salvador, Department of State statement, 3/81 (Public Information Series).

Near East and South Asia

Afghanistan: A year of occupation, 2/81, Van Hollen (Special Report No. 79).

Chronology of events in Iran, 11/4/79-1/27/81 (BULLETIN reprint). □

Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

Equal employment seminars are set for executives

The School of Professional Studies of the Foreign Service Institute will conduct day-long equal employment opportunity seminars, on April 28 and September 22, for senior-level supervisors. The seminars will be held at the institute (SA-3) and will include discussions, audio-visual presentations and practical assignments.

Attendance at the seminar will fulfill the requirement that all supervisory personnel attend a basic training course on equal employment. Officers at FSO-2 through 5, GS-15 through 12, and FSS-1 through 3 are eligible to attend. They may register by contacting the registrar, M/FSI/REG, Room 100, SA-3. □

—(Continued from preceding page)

Program	*May*	*June*	*July*	*Length of course*
Eastern Europe and USSR	18	15	—	2 weeks
Latin America	—	15	—	2 weeks
Near East and North Africa	—	15	—	2 weeks
South Asia	—	15	—	2 weeks
Southeast Asia	18	15	—	2 weeks
Language and advanced area courses				
French	4	1,29	27	20 weeks
German	—	1	27	20 weeks
Italian	—	1	27	20 weeks
Portuguese	—	1	27	20 weeks
Spanish	4	1,29	27	20 weeks
Short language and cultural familiarization programs (fast) courses				
Arabic	—	15	—	6 weeks
Chinese	11	—	—	6 weeks
French (Metrop.)	—	1	6	10 weeks¹
French (Sub-Sah.)	—	1	6	10 weeks¹
German	—	—	6	10 weeks¹
Indonesian/Malay	—	15	—	6 weeks
Italian	—	—	6	10 weeks¹
Polish	—	—	6	6 weeks
Portuguese (L.A.)	—	—	6	10 weeks¹
Portuguese (Eur.)	—	—	6	10 weeks¹
Russian	26	—	6	6 weeks
Serbo-Croatian	—	15	—	6 weeks
Spanish (L.A.)	—	1	6	10 weeks¹
Spanish (Eur.)	—	1	6	10 weeks¹
Thai	—	15	—	6 weeks
Turkish	—	—	6	6 weeks

¹—Week of July 27 has no scheduled classes for short courses in French, Spanish, German, Italian and Portuguese. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. ■

FOREIGN SERVICE INSTITUTE—Graduates of the clerical orientation class, seated, left to right: *Hollis Bianchi, Davida Pratt, Debra Mansfield-Rodney, Kate Schertz, Sheila Moran, Alicia Davis.* Second row: *Lorraine Bobbitt, E. Parrie Dabyns, Randee S. Exler, Gary Juerger, Sharon Olins, Joan Flood, Annette Miller.* Third row: *Randolph E. Randall, Rhonda Kock, Louis Albrey, Jennifer Ulrich, Anja Hutson, Sandra Johnson, Carla Fleming, Madeline Smith, Donna Garrett,* faculty. Not shown: *Karen Chinn, Gail P. Felder.*

American Diplomacy 1781

A worthy successor

APRIL 1781

BY JAN K. HERMAN

THE WAR in the South continues unabated. From the Carolinas, the focus shifts north to Virginia. Benedict Arnold, now a brigadier general in the British army, has made himself even more detestable to his former countrymen. His raiders occupy Richmond, burn plantations, flour warehouses and mills, and hundreds of hogsheads of tobacco, Virginia's main cash crop. But this unopposed frolic through the Old Dominion is about to end. A small army of crack American volunteers led by Lafayette moves south. On the 29th, they march into Richmond just as Arnold's raiders depart. Under orders from the commander-in-chief, the young Frenchman is to prevent Arnold from linking up with Cornwallis, who has now left the Carolinas for Virginia.

In France, Franklin continues his daily routine and has yet to mail the letter of resignation he wrote to Congress last month. The hesitation is not without cause, for he fears that his enemies are only too eager to fill his shoes with one of their own. Franklin's choice is John Jay. On the 12th, the old diplomat writes Jay in Madrid, enclosing a copy of the resignation letter and stating his wishes for what he considers to be a worthy successor. "I have [in the letter] desired a dismission from the service in consideration of my age, & c., and I wish you to succeed me here. No copy of the letter is yet gone from France, and possibly this which I send you may arrive first; nor have I mentioned my intention to anyone here. If therefore the change would be agreeable to you, you may write to your friends in Congress accordingly."

Enemies are still on his mind that morning as he pens a letter to William Carmichael, Jay's secretary. "I thank you much for your friendly hints of the operations of my enemies and of the means I might use to defeat them." The two enemies to whom he refers are Ralph Izard and Arthur Lee. "I never did any of them the least injury, and can conceive no other source of their malice but envy. . . .Those who feel pain at seeing others enjoy pleasure and are unhappy must meet daily with so many causes of torment, that I consider them to be already in a state of damnation. . . ."

Never one to mope over personal problems, Franklin finishes his morning correspondence and orders a carriage. It is a gorgeous spring day and he is to be the guest of honor at a "fête champêtre" given by the Comtesse d'Houdetot some 12 miles from Passy. The outdoor picnic is well attended by those "beautiful people" Franklin adores: philosophers, artists, musicians and poets. All afternoon and into the night, they celebrate the old diplomat with singing, poetry readings, and toast after toast to America's best loved philosopher. It is all a happy diversion for Franklin and a rousing show of support for the land of his birth.

Meanwhile, John Laurens continues to lobby the French foreign minister for the 25 million livres Congress requires. Vergennes is polite but noncommittal, pointing out that the demands are excessive and that France's "public credit however well established, has its limits. . . ." However, France does promise to guarantee a loan of 10 million livres if the Americans can obtain such an amount from Holland. Laurens knows the value of having a bird in the hand. He writes to Washington on the 15th: "I am using my utmost efforts to prevail upon the ministers to advance ten millions from the treasury of France, and avail themselves of the proposed loan in Holland for replacing the sum."

One of a series

The likelihood of obtaining the Dutch loan is dim. John Adams writes: "There are capitalists who believe us able and honest to pay, and that we shall prevail, and they have inclinations enough they say to the loan, but the true motive of their conduct is fear of being pointed out to mobs and soldiers as persons who have contributed to the commencement or continuation of the war with England." The American Revolution, it seems, is still too much of a commercial risk. ●

Diplo-Crostic No. 9

BY CAROL BECKER
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 8" appeared in the February issue; the solution was in the March STATE.)

1K	2A	■	3E	4I	■	5P	6V	7I	8C	■	9V	10D	■	11O	12C	13H	14F	15B	■
16P	17U	18J	■	19O	20I	21F	22P	23B	24G	25M	26R	27V	28E	29C	■	30F	31D	32W	■
33O	34C	35T	36X	37D	38Q	39H	40P	■	41Q	42S	■	43O	44U	45R	46B	47L	■	48V	49U
50P	51J	52M	53H	54O	■	55G	56M	■	57Q	58B	■	59K	60C	61A	62M	63Q	64U	65I	66T
67J	68W	■	69C	70V	■	71H	72I	73O	74B	75Q	76P	■	77P	78A	79S	80W	■	81S	82C
■	83W	84I	85M	86U	87J	88S	■	89E	90J	91X	■	92E	93H	94O	95I	■	96O	97N	■
98H	99D	100X	101B	102N	103A	104K	105T	106I	107J	■	108C	109L	110P	111X	■	112C	113K	■	114W
115J	116H	■	117Q	118V	119N	120O	121C	122X	123L	124G	125D	126A	127M	128F	■	129N	130F	131T	132A
133H	■	134B	135H	136K	■	137Q	138I	■	139S	140E	141N	■	142O	143D	144G	145K	146V	147M	
148Q	149W	150E	151S	152L	153G	■	154E	155I	156R	157O	158B	■	159L	160P	161M	162W	■	163Q	164J
165L	166F	■	167F	168W	169G	170Q	171B	172P	173O	■	174R	175A	176V	177L	178P	179T	■	180G	181D
182U	183G	184C	185M	186I	187B	■	188J	189I	190A	191F	■	192I	193D	■	194E	195D	196F	197R	198L
199N	200G	201I	■	202D	203C	204R	■	205I	206O	■	207I	208G	209O	210J	■	211P	212O	213M	214B
215Q	216T	217C	218G	■	219P	220F	221V	222B	223U	224K	225E	■	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. With Word G, the first women to receive the Order of Merit	2 132 78 103 61 126 190 175
B. Noted graduate of Eureka College	214 171 74 46 187 101 23 15 158 222 134 58
C. What everyone at State wore on January 27, 1981 (3 words)	217 29 12 121 8 34 69 184 112 60 108 82 203
D. What to dial for help	31 37 181 99 143 193 125 10 195 202
E. Village in Dare County, N.C.	150 194 89 28 225 140 154 3 92
F. What lawyers do to cases	167 191 166 21 30 220 196 130 14 128
G. "Except I be by Silvia in the night, there is no music in the ______." (*Two Gentlemen*, III, i)	200 169 153 208 24 180 218 124 55 144 183
H. ______ space: ordinary 3-dimensional space	116 39 71 98 13 133 93 53 135
I. Sectarian belief	20 186 155 205 7 84 192 138 72 65 207 106 201 189 95 4
J. Valuable fertilizers	87 90 67 188 107 115 164 51 18 210
K. "What! My dear lady ______, are you yet living?" (*Much Ado*, I, i)	224 1 104 136 59 145 113

DEFINITIONS	WORDS
L. A governor of the Massachusetts Bay Colony	177 152 165 123 198 109 159 47
M. A former Secretary of State	127 147 62 25 56 185 161 52 85 213
N. A Spiro Agnew pejorative adjective	199 97 129 102 119 141
O. Mentally unsound (3 words)	157 206 94 33 19 212 142 96 173 54 120 73 43 209 11
P. I.e., one hundredth (4 words)	110 40 178 219 160 22 5 211 16 50 172 76 77
Q. One of the concerns of the Dept. of Justice	137 148 163 117 170 63 57 41 215 75 38
R. "Because he knew all men and ______ no one to bear witness of men (*John*, 2, 25)	26 45 156 174 197 204
S. "Religion stands on ______ in our land" (George Herbert, 1633)	81 151 79 139 42 88
T. Racial	131 179 105 35 66 216
U. Ancient province of Rome	44 17 64 223 182 49 86
V. Inoculate with a virus	48 6 146 176 27 118 221 9 70
W. Precursor; forerun	168 68 162 80 32 149 114 83
X. One of the administrative districts into which Kent was divided	122 100 36 111 91

Personnel: Civil Service

Promotions

GS-3

Brown, Barbara Ann, Passport Office, Washington

Jefferson, Una M.P., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Reel, Lauren, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology

Ross, Yolanda G., Office of the Comptroller, Finance Office

Williams, Teresa Elizabeth, Visa Office

GS-4

Blakeney, Tanyel V., Pouch and Courier Operations Division

Brown, Carolyn S. G., Passport Office, Houston

Clark, Debra C., Passport Office, Stamford

Dale, Linda M., Visa Office

Haynes, Belinda Gail, Passport Office, San Francisco

Mitchell III, Samuel C., Passport Office, Records Branch

Parker, Marie J., Office of Communications

Pearson, Catherine D., Visa Office

Prescott, Sylvia Eileen, Office of the Comptroller, Finance Office

Taylor, Regina M., Passport Office

GS-5

Blake, Robert R., Information Systems Office, Systems Design and Programming Division

Deitchman, Kathryn Ann, Pouch and Courier Operations Division

Gibson, Delilah, Overseas Citizens Services

Kulesza, Stephen George, Communications Center

Miller, Jeffrey D., Bureau of Personnel

Miller, Steven A., Intelligence and Research

Prynada, Iwan, Office of Operations, Supply and Transportation Division

Trottier, Paul J., Foreign Affairs Information Management

Wilson, Gwynette J., Office of the Comptroller, Finance Office

GS-6

Adams, Ashley A., Office of Operations, Supply and Transportation Division

Alicie, Geraldine L., Office of Communications, Programs and Engineering Division

Green, Alice J., Office of the Comptroller, Finance Office

McKee, Kendra L., Inter-American Affairs

Murphy, Donna J., Visa Office

Stern, Eve Center, East Asian and Pacific Affairs

Stone, Mary Susan, Inter-American Affairs

Strahsmeier, Rose M., Soviet Affairs

Weygand, Anna Laura, Foreign Service Institute

GS-7

Andersen, Paul John, Consular Affairs

Garoutte, Robert L., Passport Office, Houston

Hively Jr., Ernest E., Medical Services

McEinaney, Samuel H., Office of the Secretary, Information Management Section

Miller, Barbara L., Passport Office, Miami

Swan, Scarlett Merle, Operations Center

Thomas, Dorothy E., European Affairs

White, Adrienne I., Passport Office, Miami

GS-8

Dewan, Patricia A., Office of Under Secretary for Management

Flournoy, Arthur W., Communications Center

Gilmore, Charles, Communications Center

Hampton, Joan C., Foreign Affairs Information Management

Kearny, Calvin E., Communications Center

McHale, Ellen-Marie, Office of Inspector General

Watson, Olivia W. Houston, Medical Services

Williams, Judith A., Bureau of Administration

GG-8

Bennett, Brian J., U.S. Mission to UN

GS-9

Brown, Anita S., Office of the Comptroller, Finance Office

Cavanaugh, Marie P., Office of Chief of Protocol

Hassan, Jeanne Marie, Foreign Affairs Information Management

Heidner, Kathryn M., Passport Office, Records Branch

Hiter Jr., Aaron, Passport Office, Records Branch

Murphy, Sharon, Office of the Comptroller

Simpson, Roger A., Office of the Comptroller

GG-10

Amaral, Luiz L., U.S. Mission to UN

Morgan Jr., Edward, U.S. Mission to UN

GS-11

Acker, Ronald Laurence, Visa Office

Anderson, Barbara T., Bureau of Personnel

Bothe, Gahl H., Office of Chief of Protocol

Leach, Dale E., Overseas Citizens Services

Malkin, Lynette N., Bureau of Personnel, Division of Foreign Nationals

Medeiros, Carole W., International Organization Affairs, Office of International Conferences

Ponce, Antoinette M., Office of Management Operations

Snow, Robert K., Bureau of Administration

GS-12

Boozer, Russell B., Bureau of Personnel, Civil Service Office

Carey, Catharine Daley, Overseas Citizens Services

Chavez, Pamela R., Visa Office

GS-13

Arnaudo, Raymond V., Oceans and International Environmental and Scientific Affairs, Office of Fisheries Affairs

Egbert, Michael D., Intelligence and Research

Haukness, Robert Allan, Bureau of Administration

McCabe, Roy E., Communications Center

Robinson, Charles Thomas, Bureau of Personnel

Selby, Jamison M., Office of the Legal Adviser

GS-15

Brown, Gerald M., Visa Office

Chapman, Dennis L., Intelligence and Research

Hines, Melvin L., Office of the Comptroller

New appointments

Allen, Mary Jo, Congressional Relations

Arena, Drew Charles, Office of Under Secretary for Management

Backus, Katherine E., Office of the Secretary

Brooks, Anne E., Office of Under Secretary for Management

Buckley, James L., Office of Under Secretary for Security Assistance, Science and Technology

Fairbanks Jr., Charles H., Policy Planning Staff

Gambrill, Paula Marcella, Passport Office, Records Branch

Gershman, Carl S., U.S. Mission to UN

Hausman, Conrad K., Office of Under Secretary for Management

Hennemeyer, Christian R., Passport Office, Washington

Jackson, Kenneth E., Passport Office, Records Branch

Kimball, John C., Bureau of Public Affairs, Editorial Division

McCraw, Paul J., Overseas Citizens Services

Rennagel, William C., Politico-Military Affairs

Rittue, John A., Foreign Service Institute

Sellin, Theodore, Classification/Declassification Center

Shattan, Joseph J., U.S. Mission to UN

Simms, John W., Classification/Delcassification Center

Stratford, Richard J. K., Office of Under Secretary for Management

Weir, Rosetta Brenda, Passport Office, Records Branch

Reassignments

Alexander, Judith M., Office of Staff Director, Interagency Task Force on Law of the Sea to International Organization Affairs

Berkenbile, Lee Ann, European Affairs to Foreign Affairs Information Management

Besson, Wanda Kay, Bureau of Personnel, Civil Service to Bureau of Administration

Bjorndahl, Debra Elizabeth, Passport Office,

READEX FICHE

Stamford to Passport Office, Washington

Clingan, Patricia A., Office of Staff Director, Interagency Task Force on Law of the Sea to Human Rights and Humanitarian Affairs

Devaughn, Carolyn J., Facilities Management and Administrative Services to Office of Staff Director, Interagency Task Force on Law of the Sea

Draize, Donna T., International Organization Affairs to Foreign Affairs Information Management

Ferguson, Ralph D., Office of Operations, Supply and Transportation Division to Pouch and Courier Operations Division

Hawkins, Anna J., Congressional Relations to Intelligence and Research

Johns, Geraldine K., Foreign Affairs Information Management to Office of Comptroller, Finance Office

Johnson, Barbara A., Near Eastern and South Asian Affairs to Office of Staff Director, Interagency Task Force on Law of the Sea

Livornese, John Joseph, Pouch and Courier Operations Division to Foreign Affairs Information Management

Mackay, A. Roy, Passport Office to Visa Office

Mangum, Trilla W., Economic and Business Affairs to Facilities Management and Administrative Services

Moore, Alexis A., Inter-American Affairs to Office of Staff Director, Interagency Task Force on Law of the Sea

Noonan, Denis P., Medical Services to Inter-American Affairs

Padgett, Gary W., Economic and Business Affairs to Information Systems Office, Systems Design and Program Division

Parker, Susan S., Office of Comptroller, Finance Office to Visa Office

Peterson Jr., Lynn N., Passport Office to Consular Affairs

Thomas, Barbara J., Bureau of Personnel, Civil Service to Bureau of Administration

Turner, Joyce A., Central African Affairs to Intelligence and Research

Whitney, Patricia A., East Asian and Pacific Affairs to Refugee Programs

Resignations

Adams, Ann Elaine, Passport Office, Detroit

Aquilo, Eileen V., Office of the Comptroller, Finance Office

Arnold Jr., Millard Waller, Human Rights and Humanitarian Affairs

Beale, Pamela M. Office of Security, Records Services Division

Benjamin, Dana Maria, Passport Office

Billings, Leon Gregory, Office of the Secretary

Billings, Tamara E., Administrative and Clerical Pool

Bokow, David F., Inter-American Affairs

Brett, Mary R., Refugee Programs

Burke, Sally Ann, Passport Office, Boston

Bush, Ernest Robert, Cuban/Haitian Task Force

Byrd, Angela E'Lise, Passport Office, Seattle

Caldwell, Victoria Burke, Office of Operations, Supply and Transportation Division

Childs Jr., William M., Office of Communications, Programs and Engineering Division

Cooper, Betty W., Organization of American States

Cooper, Richard N., Under Secretary for Economic Affairs

Cory, M. Gayle, Office of the Secretary

Cureton, Annette, Bureau of Personnel

D'Antonio, Rose Marie, Passport Office, New Orleans

Damrosch, Lori Fisler, Office of Legal Adviser

Deporte, Anton W., Intelligence and Research

Digangi, Roberta L., Bureau of Administration

Dowlatshahi, Mehrangiz S., Office of the Ambassador-at-Large for Mexican Affairs

Dutko, Mary, Office of the Ambassador-at-Large for Mexican Affairs

Dworkin, Douglas Alan, Office of the Deputy Secretary

Evers, Stephanie D., Medical Services

Forshee, Karen L., Administrative and Clerical Pool

Frawley, Elizabeth Anne, Office of the Secretary

Garner, Cynthia Ann, Office of the Secretary

Garnett, Jo Ann, Visa Office

Glazczynski, Barbara M., Passport Office, Detroit

Graham, James F., Cuban/Haitian Task Force

Guerra, Estella Garcia, Office of Chief of Protocol

Gulli, Edward N., Office of the Comptroller

Haney, Ceresa L., Office of the Secretary

Hanley, Mary F., Office of the Deputy Secretary

Hart, Jeffrey A., President's Commission for a National Agenda for the '80s

Holbrooke, Richard, East Asian and Pacific Affairs

Huss, Mark C., Cuban/Haitian Task Force

Jaramillo, Mari-Luci, Inter-American Affairs

Jones, Estrellita N., International Organization Affairs

Kemeny, Ann M., U.S. Mission to UN

Knox, Maryalice E., Passport Office, Philadelphia

Koffman, Boyd M., East Asian and Pacific Affairs

Light, Elliott B., Passport Office

Locke, Allen W., Office of the Secretary

MacKinnon, Shokoofeh, Foreign Service Institute

Marken, Mary-Jeanne, Intelligence and Research

Maull, Helane E., Inter-American Affairs

Mayes, Derrick, Passport Office, Philadelphia

McGarry, Jill N., Visa Office

McHenry, Donald Franchot, U.S. Mission to UN

Meinecke, Mary Jane, Medical Services

Miller, Frances R., Office of the Secretary

Miller, Henry L., U.S. Mission to UN

Miller, Shahrzad Safavi, Foreign Service Institute

Minneman, Jill B., Inter-American Affairs

Minnus, Ann L., Office of Operations, Supply and Transportation Division

Nagelhout, Martha June, International Narcotics Matters

Newsom, Barbara, U.S. Mission to UN

O'Maley, Jane Marie, Office of the Secretary

Palmieri, Victor H., Office of the Secretary

Phillips, Linda H., East Asian and Pacific Affairs

Power, Sarah Goddard, International Organization Affairs

Redding, Everta, Passport Office, Records Branch

Ronnest, Hanne Laurine, Foreign Service Institute

Ruffin, Delois L., Office of Operations, Supply and Transportation Division

Saridakis, Anthony A., Passport Office

Schwebel, Stephen M., Office of Legal Adviser

Scott, Ray Willie, Passport Office, Philadelphia

Shestack, Jerome J., U.S. Mission to UN

Simpson, Teri L., Office of the Secretary

Spero, Joan Edelman, U.S. Mission to UN

Stetson, Melanie A., Inter-American Affairs

Theroux, Ernest G., Passport Office, New York

Vanden Heuvel, William J., U.S. Mission to UN

Wales, Jane MacGregor, Bureau of Public Affairs

Warmington, Lee A., Passport Office, Boston

Weiss, Leesa Nan, President's Commission for National Agenda for '80s

White, Susan Y., Intelligence and Research

Wilhelmi, Nancy L., Medical Services

Witeck, Jeanne M., Office of Legal Adviser for Oceans and International Environmental and Scientific Affairs

Retirements

Almand, Alice O., Office of Management Operations

Billauer, Shirley B., Passport Office, Washington

Bodeen, Dorothy A., Classification/Declassification Center

Dembski, Madge A., Passport Office, Washington

Herrity, Joseph B. J., Office of Security, Chicago Field Office

Honis, Lawrence P., Office of Security, Freedom of Information and Privacy Division

Pollard Jr., Frederick D., Bureau of Administration, Office of Overseas Schools

White, Marie B., Foreign Affairs Information Management ■

Installment saving bests installment buying. Join the Payroll Savings Plan for U.S. savings bonds. Automatic deductions mean automatic savings. Why not save the painless way?

Personnel: Foreign Service

GABORONE, Botswana—Certificates for "outstanding service to the community" are presented to *Margaret Johnson, Pat Hendzel* and *Sharon Jennings,* of the American Women's Association, by Ambassador *Horace G. Dawson Jr.*

New appointments

Albright, Norma R., Conakry
Arrizabalaga, Edward P., Junior Officer Corps
Avery, David, Junior Officer Corps
Barnebey, D. June, Belize City
Bell, Belden H., Congressional Relations
Benton, Jonathan S., Junior Officer Corps
Casse, Garaldine M., Junior Officer Corps
Clapp, Priscilla, Junior Officer Corps
Cornell, Ruth A., Managua
Cretz, Gene A., Junior Officer Corps
Davis, Rebecca H., San Salvador
Degler, Paul G., Junior Officer Corps
Dewey, Arthur Eugene, Office of the Secretary
Douglas Jr., Howard Eugene, Policy Planning Staff
Ford Jr., Carl W., Policy Planning Staff
Fordney, Betty Anne, Nairobi
Fortier, Donald R., Policy Planning Staff
Gise, Alan A., London
Goldberger, David J., Junior Officer Corps
Green, Joyce F., La Paz
Greenwald, Liliana M., Mexico
Gregory, Thomas, Office of Communications, Programs and Engineering Division
Haag, David R., Office of Security, Washington Field Office
Harper, David Adamson, Panama
Hartley, Brent R., Junior Officer Corps
Hassani, Frederic C., Junior Officer Corps
Karlen, Dale A., Office of Security, Washington Field Office
Kata, Edward T., Junior Officer Corps
Kelsey, Brian R., Junior Officer Corps
Kirby, Richard N., Canberra
Lang, Archie S., Classification/Declassification Center
Lange, John E., Junior Officer Corps
Lopez, Sirla R., Junior Officer Corps
Marshall Jr., Harry R., Oceans and International Environmental and Scientific Affairs
McCreary, Patrick Michael, Office of Security, Washington Field Office
McCabe, Michael V., Junior Officer Corps
McDevitt, Peter C., Junior Officer Corps
McHugh, Scott E., Office of Security, Washington Field Office
McMahan, Dennis E., Junior Officer Corps
Ojamaa, Elokai, Junior Officer Corps
Oreste, Michael P., Junior Officer Corps
Papazian, Elaine S., Junior Officer Corps
Pettit, James D., Junior Officer Corps
Quinn, Maureen E., Junior Officer Corps
Ramirez, Adolfo A., Junior Officer Corps
Sagi, Steven F., Junior Officer Corps
Sano, John R., Junior Officer Corps
Schneider, Mark B., Policy Planning Staff
Sguera, Stephanie, Islamabad
Shelton, Elizabeth B., Junior Officer Corps
Sikand, Ravindar K., Junior Officer Corps
Sorzano, Jose S., U.S. Mission to UN
Sutow, Edmund Keith, Junior Officer Corps
Todd, John A., Office of Security, Washington Field Office
Warren, Betsy R., Congressional Relations
Wolfowitz, Paul D., Director, Policy Planning Staff
Yordan, Carlos M., Santo Domingo
Zeikel, Jeremy S., Office of Security, Washington Field Office

Transfers

Ahmed, Naim, Saudi Arabia to Brasilia

PONTA DELGADA, Azores, Portugal—At awards ceremony, back row, from left: ***Luis Bastos, Luis Medeiros, Ana Maria Sousa, Graciete Oliveira, Joao Medeiros, Victor Cruz.*** **Front row: vice consul** ***Stephanie Smith, Joao Lopes, Fernanda Medeiros,*** **principal officer** ***Ruth S. Matthews.***

Bantom, Ronald C., Beirut to Office of Communications

Baron, Jeffrey J., Junior Office Corps to Winnipeg

Bart, Anthony, New Delhi to Paris

Berryhill, Catherine I., Moscow to European Affairs

Bishop, Henry David, Tel Aviv to Stockholm

Brown, Leslie H., Bamako to Conakry

Cammarata, Joan M., Near Eastern and South Asian Affairs to Damascus

Carter, Michael E., Office of Security to Tel Aviv

Cayer, Kathleen M., Manila to Munich

Clark, Joan M., Valletta to Bureau of Personnel

Cockerill, Glenn A., Singapore to Guatemala

Cokenias, Diane, Dar-es-Salaam to African Affairs

Cooper, Robert L., Quito to Santiago

Copeland, Susan L., Seoul to Information Systems Office, Systems Design and Programming Division

Crook, Richard W., Monrovia to Bamako

Davis Jr., John R., Sydney to East Asian and Pacific Affairs

Dertadian, Richard N., U.S. Mission to UN to Islamabad

Descoteaux, Norman M., Algiers to Near Eastern and Asian Affairs

Dobbins Jr., James F., London to Politico-Military Affairs

Dolan, Patricia A., Kingston to Inter-American Affairs

Dollman, William M., Near Eastern and South Asian Affairs to Calcutta

Doyle, Justine Narcavage, Kinshasa to Southern African Affairs

Fenner, Billy A., New Delhi to Canberra

Foote, Rachel C., Rome to Bonn

Frost, Gregory T., Lyon to Southern African Affairs

Fuller, Mary Jane, Rome to Hamilton

Gaffey Jr., Joseph E., Office of Communications to London

Gaffey, Rita, East Asian and Pacific Affairs to London

Giles, Gilbert D., Yaounde to Office of Communications

Gober, Sally M., Georgetown to Munitions Control

Gorsky, Jeffrey H., Junior Officer Corps to Medellin

Grundon, Robert W., Communications Center to Ottawa

Hall, Charles Jamison, Nairobi to Salvador

Hanson, Curtis L., Athens to Buenos Aires

Harr, Allen C., Pretoria to Manila

Harrington, Craig P., Athens to Monrovia

Helm, John W., Quito to Foreign Building Office

Hicks, Suzanne C., Bogota to Bureau of Personnel

Hofmann, Frank Arthur, Yokohama to Tokyo

Holmes, Kent E., Sydney to East Asian and Pacific Affairs

Horn, Maryanne, Ottawa to Visa Office

Horn, Walter C., Islamabad to Near Eastern and South Asian Affairs

Huddle, Edith Q., Madrid to Bonn

Illig, David E., Tel Aviv to Office of Communications

Jackson, Benjamin F., Berlin to Office of Communications

Jatras, James George, Tijuana to European Affairs, Soviet Office

Johnston, Laurie A., Oporto to Lisbon

Jones, Robert D., Monrovia to Dar-es-Salaam

Kahn, Leon E., Near Eastern and South Asian Affairs to Islamabad

Kepchar, Allen James, Doha to San'a

Kitchen, Richard E., Inter-American Affairs to San Salvador

Laplante, Robert J., Bangkok to Frankfurt

Latimer, Mary L., Manila to Office of Communications

Lee II, Edward Leo, Bangkok to Office of Security, Education and Training Division

Lehn, Alfred M., Strasbourg to Office of Refugee Programs

Liimatainen, Robert C., Oceans and International Environmental and Scientific Affairs to Seoul

Lijek, Mark Joseph, Iran to Hong Kong

MacCallum, Robert A., Tokyo to East Asian and Pacific Affairs

Marino, Vincent J., Lagos to Kaduna

Markette, Hugh F., Istanbul to Madrid

McAteer, Mary Margaret, Tunis to Algiers

Melnick, Edward P., Accra to San Jose

Morris, Robert L., Amman to Rio de Janeiro

Murphy, Peter K., Rome to Genoa

Narcavage, Pauline T., Near Eastern and South Asian Affairs to New Delhi

Nault, Raymond, Office of Communications, Programs and Engineering Division to Manila

Notheis, Walter M., Bureau of Personnel to Guatemala

O'Donnell, Rosemary K., Santo Domingo to Inter-American Affairs

Ondrus, Stephen R., Manila to Office of Communications

Parker, Maurice S., Medellin to Visa Office

Percival, Bronson E., Oceans and International Environmental and Scientific Affairs to St. Johns

Perez, Jose A., London to Berlin

Perlow, Howard T., Foreign Service Institute to Brussels

Pirro, Gregory, Jakarta to Cairo

Pittenger, Alice H., European Affairs to Paris

Piuta, Thomas A., Helsinki to European Affairs

Powell, Christopher J., Addis Ababa to Bangkok

Richardson, Gary A., Manila to Office of Communications, Programs and Engineering Division

Ross, Delores, Cairo to Jakarta

Rush, Constance M., Panama to Port-O-Spain
Sargent, Robert M., European Affairs to Ankara
Schwarck, Charles R., Santiago to Nicosia
Sellers, Michael D., African Affairs to Addis Ababa
Snelling, Annie R., Jakarta to Cairo
St. John Jr., Joseph A. L., Curacao to Copenhagen
Stelloh III, Reynold F., Madras to New Delhi
Stephens, Carmen P., Panama to Kuala Lumpur
Sternberg, Michael D., Athens to Rome
Szabados, Rudolph L., Nouakchott to Port-au-Prince
Talcott, Gregory M., Foreign Service Institute to Wellington
Thayer, Scott N., Junior Officer Corps to Guadalajara
Thomas Jr., Charles Richard, Canberra to Office of Security
Toner, William Edward, Brasilia to London
Trippett, Frank L., Karachi to Rabat
Trivisani, Thomas P., Bangkok to Foreign Affairs Information Management
Turner, Janice M., Kabul to Bridgetown
Tyburski, John A., Panama to Pretoria
Velott, Larue H., Tel Aviv to Bureau of Personnel
Vernon, Daniel A., Foreign Service Institute to Strasbourg
Vogel, Lynn, Hong Kong to Guangzhou
Wallace, Virginia M., Bonn to Office of Under Secretary for Political Affairs
White, Robert E., San Salvador to Inter-American Affairs

Resignations

Alston Jr., Philip H., Canberra
Bernius, Cathy L., Tegucigalpa
Blake, Robert A., Medical Services
Brown, Clarice O., Manila
Carter Jr., W. Beverly, Office of the Secretary, Ambassador-at-Large
Curtis, Kenneth M., Ottawa
Daniel, Mary Marchany, Inter-American Affairs
Davis, Rebecca H., San Salvador
Dhont, Gerard Albert, Sao Paulo
Engelhart, Ann Kay, Mexico
Fitzgerald, Regina A., Office of Special Representative of the President
Foley, Michael Daniel, Intelligence and Research
Frank, Elke, Bureau of Personnel
Hall, Winifred T., Port-O-Spain
Haynes Jr., Ulric St. Clair, Algiers
Holum, John D., Policy Planning Staff
Johnson, Joel Lars, Policy Planning Staff
Kelley, Elaine M., Tegucigalpa
Lake, W. Anthony, Policy Planning Staff
Loy, Frank Ernest, Office of Reguee Programs
McCarty, Nancy J., Hamilton
Mishler, Jane Elizabeth, Santo Domingo
Neidle, Alan F., Arms Control and Disarmament Agency
Salzberg, John P., Human Rights and Humanitarian Affairs
Schwartz, Karen Ann, San Salvador
Schwartz, William B., Nassau
Shem, Judith Story, Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources
Slaughter, Robert G., Office of Ambassador-at-Large for Mexican Affairs
Smoot, Elizabeth A., Mexico
Soucy, Marie White, Caracas
Steen, Margaret J., Georgetown
Symmes, Rebecca D., Office of Inspector General
Terry, Frank G., Office of Security, Los Angeles Field Office
Tuttle, Eugene P., Montreal
Watson Jr., Thomas J., Moscow
Weissman, Marvin, La Paz
White, Mary Anne, San Salvador
Woods, Hendrik Rand, Bureau of Public Affairs, Office of Public Programs

Retirements

Bauman, Arthur C., Singapore
Dickson, Douglas D., Bureau of Intelligence and Research
Gay, Gregory, International Organization Affairs
Gise, Alan A., London
Graham, John R., Bureau of Personnel
Henderson, David Ellis, Oceans and International Environmental and Scientific Affairs
Kimball, John C., Bureau of Public Affairs
Kirby, Richard N., Canberra
Krizek, Eugene L., Congressional Relations
Leahy, Joseph P., Bureau of Personnel
Leonard, James Fulton, Office of the Special Representative of the President
Richardson, Lilymae S., African Affairs
Smith, Robert P., Monrovia
Warg, Edward A., Office of Communications, Programs and Engineering Division
Yordan, Carlos M., Santo Domingo □

2 named to labor relations board

Arnold Zack of Massachusetts and Arnold Ordman of Maryland have been appointed to serve as members of the new Foreign Service Labor Relations Board, in connection with Chapter 10 of the Foreign Service Act of 1980, which governs labor-management relations for some 14,500 Foreign Service employees at the Department of State and other agencies. The board administers the provisions of Chapter 10. Its functions include supervising or conducting representation elections; resolving unfair labor practice complaints; resolving issues related to the obligation to bargain in good faith; and resolving certain disputes concerning the effect, interpretation or a claim of a breach of a collective bargaining agreement.

Mr. Zack, appointed to a three-year term, is an arbitrator engaged in private law practice in Boston. He has served as a visiting professor overseas, a consultant to the Peace Corps on labor and Africa. He is a member of the African Studies Association, the Society for International Development and the National Academy of Arbitrators, and is a panel member of the American Arbitration Association, the Federal Mediation and Conciliation Service and the National Mediation Board.

Mr. Ordman, appointed to a two-year term, is an arbitrator engaged in private law practice in Washington. His arbitration activities have included cases at the State Department involving U.S. citizen employees in overseas posts. In addition, he has served in a number of key positions at the National Labor Relations Board, including chief counsel to the chairman. He subsequently received a presidential appointment to serve as general counsel of that agency. □

Former spouse benefits

Former spouses of deceased Foreign Service employees who are interested in submitting private bills to Congress for annuity benefits, as provided under the new Foreign Service Act, should contact the Family Liaison Office, Room 1216A, 632-1742. Such persons should not be receiving an annuity from another source; have been married to an employee for at least 10 years during the employee's service; have not remarried before reaching age 60. □

14% more take FSO exam

A total of 12,910 candidates took the 1980 Foreign Service written examination, an increase of 1,582 (14%) over 1979. Of the candidates, 4,248 passed the exam; 5190 passed the 1979 exam. ■

Bureau Notes

Secretary's Office

SECRETARY HAIG met with officials at the United Nations, in New York, for consultations, March 2. Traveling with him were SHERWOOD GOLDBERG, executive assistant; KATHRINE BACKUS, special assistant; Major DAVID MERHAR, aide to the Secretary; and WILLIAM DYESS, acting spokesman. The Secretary accompanied PRESIDENT REAGAN on his official visit to Ottawa, Canada, March 10-11. Traveling with the official party were MYER RASHISH, under secretary-designate for economic affairs; Ambassador ROZANNE RIDGWAY; Mr. Goldberg; MURIEL HARTLEY, assistant to the Secretary; KEITH SCHUETTE, special assistant; E. ANTHONY WAYNE, special assistant; Major Merhar; JOYCE NESMITH, confidential assistant to the executive assistant; and the following members of the Secretariat Staff: ALVIN ADAMS, director; W. MARK BELLAMY, staff officer; BETTE NEIL, secretary; and LINDA LEYBLE, secretarial assistant.

The acting coordinator for liaison with state and local governments, DAVID SHINN, attended a February 18 workshop on business and economic development, sponsored by the National Association of State Development Agencies, and a February 25 meeting of the Urban Consortium for Technology Initiatives, both in Baltimore. He also attended the February 21-24 sessions of the National Governors' Association, and the March 1-2 National League of Cities congressional-city conference, both in Washington. □

Administration

ALLOWANCES STAFF

RICHARD R. MARTIN, director, attended the administrative officers conference for African posts, in Nairobi, February 2-6, and discussed allowances matters. On February 9, in Nairobi, he met with consular officers and communicators to discuss allowances. □

OFFICE OF COMMUNICATIONS

On February 17 JOHN TURNER assumed the duties of deputy chief of the Communications Center Division. He was formerly with the Special Projects and Programming Staff. WILLIAM E. BISCHOFF, regional communications programs officer for the inter-American area, is visiting Embassies Panama and Paramaribo and Consulates Cali and Medellin, for consultations on communications matters and to conduct communications surveys. EMANUEL COLTATU of the Programs and Engineering Division completed all academic requirements for his master of science, special studies degree, in telecommunications policy. Communications electronics officer RAYMOND NAULT departed recently on assignment to Manila. Newly-hired employees undergoing communications training in preparation for overseas assignments were: JIMMIE R. BLACK (Brasilia), DAVID CROWLEY (Dar es Salaam), CHARLES B. CAESSENS (Bucharest), GENE R. GRAVELLE (Nicosia), CHARLES HALL (NATO, Brussels), MICHAEL J. GALLAGHER (Manama), HARRY M. PURMORT (Khartoum), WILLIAM LOUGHNER (Gaborone), HAROLD MASON (Lusaka), TIMOTHY LAWSON (Amman), JOHN McMANUS (Brussels) and THOMAS J. PAUL (Brussels). Field personnel visiting the office on consultation were: ALLEN C. HARR (Pretoria to Manila), ROBERT L. MORRIS (Amman to Rio de Janeiro), CRAIG SPITZER (Moscow to Kigali), BRUCE HOOF JR. (Johannesbourg to Canberra), PEGGY J. GIBBONS (Brussels to Rome), HARRIET L. HOPKINS (Nicosia to Vientiane), DOUGLAS LLOYD (Rome to Department), MICHAEL LEVINSON (New Delhi to Moscow), GLENN A. COCKERILL (Singapore to Mexico City) and FRANKLIN BROWN (San Jose to Lima). □

LIBREVILLE, Gabon—Ambassador *Arthur T. Tienken*, left, presents meritorious service increase to support communications officer *Richard H. McDonald*.

OFFICE OF SECURITY

Deputy assistant secretary KARL D. ACKERMAN and the nine Marine security guards recently returned from Tehran were honored guests at the Marine Security Guard School graduation at Quantico, Va., February 27. The Education and Training Staff was represented at the ceremony by WALTER SARGENT. The Foreign Operations Division was represented by JOE LITTLE, TI KEMP and PAM GRAY.

The Office of Security has expressed its appreciation to members of the Office of Recruitment, Examination and Employment, the Board of Examiners and various personnel officers in the Department who participated over the past 18 months in the oral examinations of approximately 500 applicants for special agent/security officer vacancies. The applicants granted interviews were screened from 2,400 applicants. "Special thanks" were extended to CYNTHIA DEARING and JOANNE GRAVES. Field office personnel serving on traveling oral panels included HARRY ALLEN, BILLY HUGHES, BERNARD JOHNSON, MICHAEL KELLY, ALAN NATHANSON, PAT O'HANLON, OLAF SALINE and DAVID SHAFFER. Headquarters and Washington field office personnel serving on the panels for extensive periods at the Board of Examiners included TOM CHACE, CHARLES CHASE, STEVE COX, CRAIG DAUGHERTY, CHRIS DISNEY, JOHN DROTOS, BILL DURSO, BRIAN FLANAGAN, PETE GALLANT, DICK GANNON, GRACE GOODIER, KEITH GWYN, DAVE HARRISON, LUCIUS JACKSON, BILL LARSON, JOE LITTLE, JOAN LOMBARDI, DAVE MANELY, LOU MARRANO, RICK MAY, JIM MOORE, PATTI MORTON, BOB NICHOLSON, KEN ORZELL, BOB OTTWILLER, RAY SCROGGS, LARRY TAGGART and JOHN TELLO.

TOM BRUGUIER, officer-in-charge, Engineering Services Center, Frankfurt, was on duty in the Department, February 18-March 19, to draft the technical services section of the Office of Security "Overseas Operations Handbook." **BELLE JOHNSTONE**, Threat Analysis Group, was on temporary duty at embassies in Tegucigalpa, San Jose, Lima, Santiago and Buenos Aires, February 18-March 7. **PETE HIMMELBERGER**, Technical Services Division, was on temporary duty with the Department's security enhancement team in Beirut, Damascus and Jerusalem, during February and March. **JIM BLYSTONE**, Foreign Operations Division, served on the Department's security enhancement team which visited Honduras, Guatemala, Nicaragua and El Salvador, February 20-March 9.

RAY SCROGGS, special assistant to the deputy assistant secretary, visited the Los Angeles and San Francisco field offices for regular inspection and consultation, March 2-5. **ART JONES**, domestic operations, was on temporary duty in Malta during March. **LOUIS MIZELL**, Command Center, was on four weeks' temporary duty in Beirut, in March and April. Mr. Mizell gave a presentation on terrorism to the Federal Criminal Investigators Association, March 5, and a talk to the Council of Governments in February. **BETH RENWICK**, Threat Analysis Group, delivered a three-hour presentation on terrorism to the Special Forces School, Fort Bragg, N.C., February 24, and toured the Joint Special Operations Command headquarters. **ANDY CORSUN** and **DENNIS PLUCHINSKY**, Threat Analysis Group, spoke on international terrorism to a U.S. Marine counter-intelligence reserve unit, March 7. Mr. Pluchinsky and Ms. Johnstone gave presentations to the U.S. Marine Corps Development Command, Quantico, March 20, entitled "Terrorism in Western Europe and Latin America." **JOHN BEDROSIAN**, chief, Threat Analysis Group, participated in the crisis response management seminar, March 2-4, at the Air Force Special Operations School, Hurlbert, Fla. He discussed the Office of Security's Command Center operations.

WILLIAM LARSON, chief, Freedom of Information and Privacy Act Staff, and **GERRY McGRATH**, Education and Training, attended the hostage negotiation course sponsored by the Federal Bureau of Investigation at Quantico, March 2-13. **CHRIS ANDREWS**, Watch Officers Group, attended the supervisory studies seminar at Harper's Ferry, February 8-13. **KATHLEEN PIANKA**, Freedom of Information and Privacy Act Staff, attended the "How to Communicate by Letter and Memo" course at the Foreign Service Institute, February 23-March 18. A class of new special agents were accompanied by education and training officers **BRUCE TULLY**, **JAMES PRIETSCH** and **JOHN KONICKI**, for intensive driver and protective security training at the Federal Law Enforcement Center, Glynco, Ga., February 9-13. With the cooperation of the U.S. Marshals Unit of the Federal Law Enforcement Center, a new training technique for protective security was introduced and a videotape of training produced for use in future training programs. Mr. Tully presented a lecture on how to conduct advances for overseas protective details to the Department of Agriculture special agents, February 20. **WILLIAM PENN**, education and training, and **DAVE MYERS**, Technical Services Division, conducted weapons training and repair at the Boston and New York Field Offices, February 23-27. **SPENCE BROWN**, Foreign Operations Division, commenced Spanish-language training at the institute, March 9, preparatory to an onward assignment to Mexico City. **PATTI MORTON**, policy adviser, attended the administrative core course at the institute, March 9-27.

The Office of Security had protective responsibility during March and April for visits to the United States of the United Kingdom's **DENNIS THATCHER**, **CAROL THATCHER** (husband and daughter of **PRIME MINISTER THATCHER**), **LORD CARRINGTON**, and **PRINCESS MARGARET**; Foreign Minister **FRANCOIS-PONCET**, France, during his visits to Boston and New York; and Foreign Minister **HANS-DIETRICH GENSCHER**, Federal Republic of Germany. Special agents in charge of protection were **KEN HILL**, **JOHN GIBBONS**, **JEFF BOZWORTH** and **BOB DAVIS**. □

INFORMATION SYSTEMS OFFICE

JAKARTA, Indonesia—The embassy here, having entered the world of word processing 14 months ago with a modest WP-5 system, has quickly outgrown that system, adding a WP-25 (three work stations and two printers) last November. Plans for fiscal year 1981 are to flesh-out the WP-25 with nine more work stations; plans for the following year include a second WP-25 system and a VS.

The WP-5 initially was installed in the chancery to provide limited word processing capability for the mission and for operator training. Twenty operators were trained using the WP-5. The WP office was physically prepared to accommodate the WP-25 system prior to its arrival. The system arrived in late November and became operational in just two days. After its arrival, the WP-5 system was relocated in the general services warehouse, several miles from the chancery compound. It is being used for inventory control.

The WP-25 system presently is installed in the word processing center, providing service to all offices of the embassy. As the additional nine work stations are received they will be "remoted" to selected offices. Budget and fiscal, consular, personnel and general services have been identified as the first offices to have remote work stations. This configuration was selected because it not only permits word processing support for the entire embassy but also a classroom training environment for new operators.

The current demands for word processing far exceed the equipment available. Software "glossaries" have been developed for the budget and fiscal section and for warehouse inventories. However, to totally commit the programs to word processing, additional equipment (additional work stations) is required. Almost daily, offices in the embassy given some word processing support, have been identifying additional areas suitable for word processing application. Opportunities to improve post information and reporting with word processing have presented themselves, but cannot be taken advantage of because of the lack of word processing equipment. The Bureau of Administration has been asked to assist the post by providing up to nine additional work stations as soon as possible.

The embassy has developed its own operator training capability, using two Foreign Service national employees as instructors. This is considered the best word processing training facility in Indonesia, superior to the local WANG office training center.

Training is conducted on an individual, as well as class, basis. The WANG training textbook with cassette tapes is used for first-level operator training. Mission-prepared lesson plans are used for second and third-level training. Training support is also being provided to AID in preparation for the arrival of its WP-25 system, with nine work stations.

Software (glossaries) has been developed inhouse for such things as mission monthly maintenance and utility costs, housing reports and telephone listings. Over 40 regular reports are being maintained with word processing equipment. The mission is studying mission standard forms (i.e., travel authorization, telegram, memo, etc.) to determine which forms are suitable to be printed on continuous rolls for word processing use. □

Lyta Faisal **with word processing equipment.**

LANGUAGE SERVICES DIVISION

Verbatim reporter FERD KUYATT traveled to New York for SECRETARY HAIG's appearance before the National Conference of Christians and Jews, February 9. HARRY OBST interpreted for U.S.-German Democratic Republic cultural agreement talks, February 9-12. SOPHIA PORSON headed an interpreter team at a Project Roland Joint Logistics Subcommittee meeting in Seattle, February 10-12. BILL FUKUDA flew to Honolulu for the annual U.S.-Japan medical meeting, February 12-13. TED HERRERA traveled to Cypress Gardens, Fla., to interpret for the Mexican under secretary of commerce, who was meeting with U.S. officials at the U.S. Annual Grain Council conference, February 15. On February 17, the secretary of the Italian Christian Democratic party met with Secretary Haig, Assistant Secretary GEORGE VEST, and Under Secretary-designate WALTER STOESSEL, with NEIL SEIDENMAN interpreting. On the same day, Deputy Secretary-designate WILLIAM CLARK and acting assistant secretary JOHN BUSHNELL briefed the Latin American and Caribbean ambassadors on U.S. policy toward El Salvador, with DON BARNES and TONY HERVAS interpreting. On February 18, STEPHANIE VAN REIGERSBERG addressed a Georgetown University class on English for foreigners, on careers in languages. On February 23, the Secretary was interviewed for French television, with ALEC TOUMAYAN and Ms. van Reigersberg interpreting. Verbatim reporter MARIE TAYLOR reported the interview. Mr. Herrera, Mr. Hervas, and Ms. van Reigersberg interpreted for U.S.-Colombian aviation talks, February 23-26, with the latter two continuing with meetings of the U.S.-Spain Joint Council on Science and Technology, February 27. LOUISE KELLY and PAUL KOVENOCK traveled to Philadelphia, February 26, for a two-day seminar of that city's Council for International Visitors. Staff reporters Taylor and Kuyatt reported the Secretary's on-the-record conference with members of the British press, February 27, as well as an interview of the Secretary by Time reporters, March 4.

Preparatory to the President's trip to Canada on March 11-12, the division translated or did text comparisons of a number of agreements and conventions which were to be signed during the visit. Last-minute changes to one of the agreements were handled by phone moments before the signing by PRESIDENT REAGAN and PRIME MINISTER TRUDEAU. Language Services translators who shared in these text preparations included MARY BIRD, JACQUELINE JARMAN and PIERRE POLLIN. Mr. Toumayan accompanied the President on the trip.

Mr. Hervas was detailed to the Administrative Office of the U.S. Courts for one month, beginning March 13, to assist in testing prospective court interpreters in Houston, Los Angeles, San Francisco and Seattle. Mr. Obst spoke to students of Ellen Glasgow Elementary School, Alexandria, March 12, on "The Importance of Learning Foreign Languages." ☐

African Affairs

On February 23-27, the bureau hosted 15 visiting scholars at the annual Scholar-Diplomat Seminar. Among those leading discussions were CHESTER A. CROKER, assistant secretary-designate; LANNON WALKER and MABEL M. SMYTHE, deputy assistant secretaries; and office directors and desk officers from other bureau offices. Mr. Crocker participated in a panel discussion on "The Climate for Foreign Investment: Challenges Ahead for U.S. Policy and International Business," at the eighth annual Washington conference of the International Business Government Counselors. The conference, attended by over 100 international business executives, was held February 24-25 in Washington. On March 5, Mr. Crocker addressed the Executive Seminar at the Foreign Service Institute on U.S.-Africa policy. Ms. Smythe spoke to faculty and students at Lincoln University, on the role of blacks in international politics, March 11. On March 12, she delivered a speech on "U.S.-Africa Business Relations—How Relevant to Africa's Economic Development?" at Georgetown University's School of Foreign Service. She briefed senior high school students on career opportunities and the State Department's role in policymaking, March 13. Ambassador DONALD NORLAND traveled to Fayetteville, N.C., February 26, to address the Foreign Policy Association on "South Africa: Can Race War Be Avoided?"

Six bureau officers participated in a seminar at American University, February 11-March 5, for 75 undergraduates from various universities who are enrolled in a special foreign policy seminar organized by former Congressman CHARLES

KINSHASA, Zaire—Ambassador *Robert B. Oakley*, center, presents safe driving awards to, from left, *Mushimba Kayembe*, Citoyen *Makanzu*, *Luvuila Na Masidivingi*, *Tamba Matundu*, *Mbwaki Mbongo*.

WHALEN. KEN BRILL, Office of East African Affairs, spoke on Uganda on February 11; ED BRYNN, Office of West African Affairs, discussed Sahelian development and western Saharan issues in a February 19 morning session, while MARGARET McMILLION of the same office spoke on Chad in the afternoon. JIM OVERLY, Office of Central African Affairs, addressed the February 25 seminar on Angola. LARRY WILLIAMSON, deputy director of East African affairs, spoke on issues affecting the Horn, February 26. DAVID DLOUHY, Office of Southern African Affairs, discussed South Africa on March 5.

KAY CLARK-BOURNE spent February 9 in Atlanta, speaking on U.S.-Nigerian relations, at Emory University, and on Nigerian political affairs, at Spelman College. She traveled to Chicago on February 25 to address representatives of multinational corporations on "Nigeria's Fourth Five-Year Plan and its Implications for U.S. Business." WILLIAM HUDSON, Office of West African Affairs, spoke to visiting pupils from Phafe School in Southborough, Mass., on West African issues, March 5. GEORGE MARTENS, staff member of the African-American Labor Center, gave a briefing on trade unionism in West Africa, at the interdepartmental Sahel and coastal West African countries meeting, March 10, in the Department. MARSHALL CARTER, deputy Nigeria desk officer, participated in an American Management Association seminar on business in Nigeria, in New York, March 19. While in New York, she participated in consultations on diamond and gold mining in Sierra Leone. DANIEL H. SIMPSON, deputy director for southern African affairs, traveled to southern Africa for consultations. In February GREGORY T. FROST, on transfer from Lyon, took up his duties as assistant country officer for South Africa. In March CYNTHIA HANSON transferred from the Office of Inter-African Affairs to become country officer for Botswana, Lesotho and Swaziland, and assistant country officer for Zimbabwe. ☐

Arms Control and Disarmament Agency

Acting director JAMES L. MALONE approved a reorganization of the Non-Proliferation Bureau, changing a three-division structure to two, effective March 8. The Nuclear Safeguards and Technology Division is headed by JOERG H. MENZEL, and the International Nuclear Affairs Division by RICHARD L. WILLIAMSON. The Nuclear Energy Division was abolished, and its staff reassigned to the two new divisions.

The agency's Office of Operations Analysis is sponsoring a series of briefings on Soviet analyses methodology. ALLAN REHM of CIA gave a March 6 briefing on "Systems Analyses and Operations Research as Applied in the Soviet Military." The second briefing was given March 23 by JOHN BATTILEGA of Science Applications, Inc. His subject was "Asymmetries and Conclusions Drawn from Soviet Style Analyses of Nuclear Force Issues."

PRESIDENT REAGAN, on February 24, accepted the resignations of chairman McGEORGE BUNDY and members of the General Advisory Committee on Arms Control and Disarmament. On the same day, the President accepted the resignations of Ambassador HERBERT F. YORK as U.S. representative to the comprehensive test ban negotiations, and Ambassador ROBERT W. BUCHHEIM as chairman of the U.S. component of the U.S.-USSR Standing Consultative Commission on SALT.

ALAN F. NEIDLE, an agency deputy assistant director, has retired after a career spanning nearly 25 years. Mr. Neidle joined the State Department as an attorney-adviser in 1957, and transferred to the agency in 1962. In 1974, he returned to the Department as special assistant to the assistant secretary for international organization affairs. Three years later, he was named an agency deputy assistant director, serving in the Multilateral Affairs Bureau. LAWRENCE D. WEILER, special assistant for public and academic liaison, retired for the second time, having returned to Government service to be U.S. representative to the 1978 UN Special Session on Disarmament, with the personal rank of ambassador. Mr. Weiler joined the Department in 1955 as an assistant to HAROLD STASSEN, who was special assistant to the President for disarmament matters. Mr. Weiler spent his entire Government career working on arms control issues, first for the Department, then with the agency after its establishment in 1961. He was agency counselor prior to his initial retirement in 1973, when he became a professor at Stanford University. He returned to Government service in 1977, and at the conclusion of the disarmament session at the United Nations, he became a special assistant. WILLIAM J. DURCH has left the agency after three years, first with the Weapons Evaluation and Control Bureau and more recently as a member of the Planning Staff in the Office of the Director. ALAN M. JONES has left the agency following nearly four years in the International Security Programs Bureau, where he worked on SALT and other strategic issues.

Other departing officers include: STEFAN H. LEADER, who was with the agency for three years, initially in the Office of Public Affairs, where he worked on the SALT ratification effort, and later on arms transfers in the Weapons Evaluation and Control Bureau; TEENA MAYERS, who was with the agency for three years, as a congressional assistant in the Office of the General Counsel and as a conference coordinator in the Office of Public Affairs; GAIL E. ROSENBERG, who spent three years as a public information specialist in the Office of Public Affairs; ALAN H. SHAW, who worked in the International Security Programs Bureau for nearly three years on SALT and related issues; JANET Z. BARSY, who had been a congressional relations officer in the Office of the General Counsel for the past two years. She joined the agency in 1978 from the staff of the Senate Foreign Relations Committee, to work as a public information specialist in the Office of Public Affairs.

HARRY R. MARSHALL JR. has transferred from the agency to the Department to accept an appointment as principal deputy assistant secretary for oceans and international environmental and scientific affairs. Mr. Marshall had been an attorney-adviser with the agency since 1976. Lieutenant Colonel GEORGE P. BOWMAN retired after serving 24 years with the U.S. Air Force, and more than four years with the agency. He worked on nuclear energy matters in the Non-Proliferation Bureau. CARLTON E. THORNE of the Operations Analysis Staff has been detailed to the Policy Planning Staff of the Department for three months, under the agency's Senior Executive Service training program. During the detail, he is expected to work on advance planning for possible future SALT negotiations. ☐

Consular Affairs

On February 25, Assistant Secretary DIEGO C. ASENCIO addressed the Consular Officer Association luncheon at the Watergate Hotel. His topic was "Consular Affairs in the '80s." Mr. Asencio attended two "Face to Face" dinner programs sponsored by the Carnegie Endowment for Peace and the American Foreign Service Association. "U.S. Policy Toward Hostage Taking" was the subject of discussion for the program on February 25. The other, on March 10, concerned immigration and refugee policy. Both events were at the Carnegie Conference Center. On February 28 Mr. Asencio addressed the Cocoa Beach Chamber of Commerce. On March 2 he traveled to Tallahassee to meet with Gov. BOB GRAHAM and other state officials, and was the guest of honor at a dinner hosted by the governor. "Consular Relations in Today's World" was the topic of an address given by Mr. Asencio to a gathering of International Junior Diplomats, March 11, at the Diamond Head Restaurant. Special assistant RICHARD McCOY accompanied him. Mr. McCoy addressed the basic consular course at the Foreign Service Institute on "The Role of the Consular Officer in Foreign Policy."

The deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ, was the keynote speaker at a dinner graduation ceremony, at Quantico Marine Base, for new diplomatic post security guards. Mr. Goelz spoke on the important role of the security guard at the February 27 dinner. CARMEN DiPLACIDO, director of the Office of Citizen Consular Services, traveled to Switzerland, March 2, with ROBERT DALTON of the Legal Adviser's Office and SHELDON KRYS, executive director of the Bureau of Near Eastern and South Asian Affairs. They discussed Swiss third-country representation on behalf of the United States. On his return, Mr. DiPlacido met with consular personnel in Frankfurt to discuss Overseas Citizen Services workloads.

NORBERT J. KRIEG, deputy assistant

BOSTON—Consular Affairs officials attend the retirement ceremony for *John J. Flynn.* Left to right: *Richard McCoy, Carmen DiPlacido, Ann DiPlacido, Norbert J. Krieg, Catherine Gerardi, Vincent R. Moore, Mrs. Flynn,* Mr. Flynn, *Michele Truitt, James Ward, Kathi Ward.*

secretary for passport services, traveled to Boston, January 23, to tour the Boston Passport Agency and address the farewell ceremony given in honor of the retiring agent-in-charge, JOHN J. FLYNN. Mr. Flynn, who retired after 38 years of Government service, was honored not only by the State Department, but also by other U.S. Government and nongovernment agencies in the Boston area. Mr. Krieg was accompanied by RICHARD McCOY and CATHERINE GERARDI from the Office of the Assistant Secretary for Consular Affairs. Members from Passport Services attending the ceremony included MICHELE TRUITT, VINCENT MOORE and KATHI WARD. Overseas Citizens Services was represented by JAMES WARD and Mr. DiPlacido. Mr. Krieg presented 10-year service certificates to TIMOTHY BARRY, Public Information Branch, and RUTH DIENER, Research and Liaison Branch. Also in March, SAKAE HAWLEY, Los Angeles Passport Agency, was detailed for one month to the San Francisco Agency as acting agent-in-charge. VINCENT MOORE, special assistant to the associate director for passport services, was detailed as acting agent-in-charge to the Boston Passport Agency.

New arrivals in the Visa Services Directorate are MARYANN HORN and MAURICE PARKER, in the Systems Liaison and Procedures Division, and SUSAN PARKER, in the Advisory Opinions Division. ☐

East Asian and Pacific Affairs

The deputy assistant secretary for East Asian and Pacific affairs, MICHAEL ARMACOST, with the director of Korean affairs, ROBERT G. RICH, traveled to Korea as members of the presidential delegation to the inauguration of Korean President CHUN DOO HWAN, March 3. Mr. Rich remained in Korea for consultations with embassy and foreign ministry officials, then traveled to Tokyo and Honolulu to consult with naval officials. WILLIAM T. BREER, deputy director, Office of Korean Affairs, traveled to New York, January 13, and addressed some 65 members of the International Foreign Trade Council, on U.S.-Korean relations. Ambassador WILLIAM H. GLYSTEEN JR., was in Washington for consultations, and assisted in preparations for the visit of the Korean president. Mr. Glysteen was here January 26-February 4.

The director of the Office of Chinese Affairs, CHARLES W. FREEMAN JR., spoke at the Harvard Club, March 4. On March 10-11 he spoke at the Army Command and General Staff College, Ft. Leavenworth, Kan., about Chinese-U.S. affairs. The deputy director of that office, SCOTT S. HALLFORD, spoke at the FBI academy, Quantico, Va., February 23, about U.S.-Chinese relations. NEIL E. SILVER, deputy political chief on the China desk, addressed the National Association of Evangelicals, February 3, about China. The political/military officer for the China desk, JEFFREY BUCZACKI, spoke to Brigham Young University students at the Capitol, March 6, about national security policies. ☐

Economic and Business Affairs

Deputy assistant secretary B. BOYD HIGHT visited Mexico City, February 9-11, for discussions with Mexican civil aviation officials. On February 24-26, Mr. Hight chaired the U.S. delegation at the U.S.-Canada-European civil aviation conference tripartite consultations, in Washington. The director of the Office of Aviation, JAMES FERRER JR., traveled to Stockholm as chairman of the U.S. delegation to civil aviation consultations with Denmark, Norway and Sweden, February 16-20. The United States held civil aviation talks with Colombia, in Washington, February 23-27. RICHARD W. BOGOSIAN, chief of the Aviation Negotiations Division, was chairman of the U.S. side. GARY C. COUEY, of the Aviation Policy and Programs Division, spoke before the convention of the Northeast Corporate Aircraft Association, on international clearance procedures for private aircraft. The convention was held at South Hackensack, N.J., February 10.

KUALA LUMPUR, Malaysia—Ambassador *Barbara Watson* calls on King *Yang di-Pertuan Agong.*

ECONOMIC AND BUSINESS AFFAIRS—Assistant Secretary *Deane R. Hinton*, center, toasts four bureau award recipients. From left: *Michael Calingaert*, deputy assistant secretary for international resources and food policy, Superior Honor Award; *Patricia Kolar*, Food Policy Division, meritorious honor and cash award; *B. Boyd Hight*, deputy assistant secretary for transportation and telecommunications, Superior Honor Award; *William T. Diroll*, Special Trade Activities Division, meritorious honor and cash award. In accompanying photo, Mrs. *Gail Woolwine* adjusts medal received by her husband, *Jim Woolwine*, Tropical Products Division, who received a meritorious service increase. *(Photos by David Humphrey and Glenn Hall, Visual Services)*

TODD STEWART, director of the Office of Maritime Affairs, discussed the UN Conference on Trade and Development's code of conduct for liner conferences, with representatives of the Shippers Advisory Committee (Atlantic Region) of the National Maritime Council, March 9; with the Water Freight Transportation-Maritime Committee of the National Industrial Traffic League, March 10. In January the Maritime Transport Committee of the Organization for Economic Cooperation and Development elected Mr. Stewart chairman of its special group on international organizations, which coordinates the organization's members' positions on ocean shipping questions in the UN Conference on Trade and Development and other forums. Mr. Stewart headed the U.S. delegation to the meetings of the committee and its subordinate bodies, in Paris.

New employees in the bureau include KATHERINE MONTGOMERY, Office of East-West Trade, and PETER QUANDT, Office of Development Finance. □

European Affairs

On March 4, the President announced his intention to nominate Ambassador LAWRENCE S. EAGLEBURGER as assistant secretary of state for European affairs. Mr. Eagleburger was a member of the official party which accompanied PRESIDENT REAGAN on his visit to Ottawa, March 10-11.

PATRICIA KLINGENMAIER has joined the staff of the executive director, as secretary to the personnel unit. Ambassador THOMAS O. ENDERS, U.S. representative to the European Community, returned to Washington, February 26, for consultation. Former Ambassador RICHARD N. GARDNER, Italy, was in the Department, March 2-6, for debriefings and farewell calls on Department officials. Ambassador TERENCE TODMAN, Spain, was in the Department for consultation, March 9-10. The new envoy to the Vatican, WILLIAM WILSON, and JOHN DOOLEY, officer-in-charge of Vatican affairs, Office of Western European Affairs, visited

ATHENS, Greece—Ambassador *Robert J. McCloskey*, center, with Greek employees of the General Services Office, who have received meritorious service increase certificates. From left: *John Petrakis, Evangelos Metaxatos, Maria Daskaliadou*, Mr. McCloskey, *Stavros Moutafis, John Stephanides*. Kneeling: *John Kalyvas*.

Anchorage, February 25-27, as part of a presidential delegation to welcome Pope JOHN PAUL II to Alaska. GEORGE A. GLASS consulted, February 23-March 13, in the Department prior to going to U.S. Mission Berlin as publications procurement officer. JOHN KING, officer-in-charge of the Defense Policy Section, Office of European Political and Security Affairs, attended the NATO defense planning symposium in Damp, West Germany, January 27-30. ROGER DANKERT, also of the Defense Policy Section, visited U.S. Mission NATO, in Brussels, February 4-6, to attend the plenary session of the Senior Civil Emergency Planning Committee. ☐

SOFIA, Bulgaria—Ambassador *Jack Perry* presents awards to employees who helped to reopen the embassy when full relations were restored between Bulgaria and the United States in 1960. From left, front row: *Lalka Lazova*, Mr. Perry, *Violetta Boneva*, *Sevdalina Krusteva*. Second row: *Pavlina Aladzhova*, *Lyuben Glavanakov*, *Iskren Ivanov*, *Anton Tsenov*.

Foreign Service Institute

JOHN RATLIFF, associate dean of the School of Language Studies, represented the institute at the Defense Language Institute's fourth annual language program review, in Monterey, Calif., February 10-12. DOUGLAS JONES has been named chairman of the newly-created School of Language Studies' Department of Program and Staff Development. During the week February 23-27, STEVE ZAPPALA, head of the Spanish and Italian sections in the School of Language Studies, was at the Language Training Centre in Kingston, Jamaica, at the request of the Jamaican government. The purpose of his trip was to evaluate the system there of oral interview testing in Spanish, French and English, as well as the classroom methodology used there. In addition to reviewing live and taped tests and visiting classes, Mr. Zappala conducted a two-day seminar on testing. The trip was made under the auspices of the Organization of American States. New staff members at the institute are GAYLE B. ARMSTRONG, J. BRIAN ATWOOD, SANDRA BROWN, LINDA COE, BERNADETTE COURTNEY, MARYEDNA GIACOMIN, KIRK-PATRICK KOTULA, NORMA PAGE ROWE, JOHN SHEELY, PIERRE SHOSTAL and ANTOINETTE TUCCI. ☐

FOREIGN SERVICE INSTITUTE—At awards ceremony, from left: *Jose Molina*, *Susana Framinan* and *Catherine Hanna*, Meritorious Honor Awards; *Elizabeth McKune*, *Martha Gowland* and *Maria Aranha*, high quality step increases.

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassador MORTON I. ABRAMOWITZ, Thailand; chargé EDWARD STREATOR, London; Ambassador JAMES E. GOODBY, Finland; Ambassador TERENCE TODMAN, Spain; and Ambassador GORDON BEYER, Kampala, between mid-February and mid-March.

Office of Analysis for the Near East and South Asia: Director GEORGE S. HARRIS returned from a three-week briefing trip to Cairo, Lagos and Khartoum, March 5. He also participated in and delivered the summation of the Iranian academic conference on March 10. JOSEPH V. MONTVILLE, chief of the Near East Division, spoke to the Monmouth County, N.J., chapter of the English-speaking Union on the political psychology of the Middle East conflict, March 12. He also attended a lecture by EDWARD L. KEENEN at the Cosmos Club, sponsored by the Harvard Graduate Society, on "The USSR and the Middle East," March 13. Analyst RICHARD QUEEN, of the same office, taped an interview with Austrian television on his hostage experience, March 4. Iran analyst STEPHEN R. GRUMMON lectured on Iran at the Alexandria Kiwanis Club, February 19-20. WALTER K. ANDERSON, India analyst, lectured on Indian Ocean superpower confrontation during public appearances in Harrisburg, Pa., February 19-20. Analyst LILLIAN HARRIS was interviewed on the value of negotiations to world peace, for videotape presentation at Hanover College, Ind., February 26. She also presented a paper on "China's Islamic Connection" at the Association of Asian Studies annual conference, Toronto, Canada, March 13. Egypt analyst **GARY DIETRICH** discussed the Middle East peace process and U.S. foreign policy in the Persian Gulf, with a group of Bethesda Chevy Chase citizens, hosted by Professor **JOHN ERSKINE**, for the "Great Decisions" Public Broadcasting Service program, February 26. He also spoke to the national convention of the Veterans of Foreign Wars on the problems and opportunities for U.S. foreign policy in the Middle East, March 1.

Office of Analysis for the Soviet Union and Eastern Europe: **MARTHA MAUTNER**, deputy director, addressed a Presidential Classroom assembly on U.S. foreign policy, in the Department, February 26. Analyst **SIDNEY PLOSS**, of the Soviet Internal Division, published an article entitled "Zum Nachfolgeproblem in Kreml," in the journal Osteuropa. **JAMES BODNAR**, analyst in the East Europe Division, attended the NATO regional experts meeting, in Brussels, March 2-5. From the Soviet Foreign Political Division, analyst **MORTON SCHWARTZ** spoke to a model UN Group in the Department, February 13. He spoke to several groups at Weehauken High School, Weehauken, N.J., on U.S.-Soviet relations, March 9. On March 10 he addressed the social science faculty and a political science seminar at Queens College, N.Y., on decision-making in foreign policy.

Office of Analysis for Western Europe: Analyst **JENNIFER NOYON** attended a conference on "Middle Eastern Culture," February 20, at Columbia University. **JOHN C. WIEKING** joined the Office of Economic Analysis as an analyst for the Trade, Investment and Payments Division, March 9. **LOUIS SARRIS**, deputy director for the Office of Analysis for East Asia and the Pacific, represented the United States at the NATO experts meeting on East and South Asia, in Brussels, February 18-20. **HUNT JANIN**, chief of the Northeast Asia Division of that office, spoke to a group of visiting foreign military officers and to a group of U.S. students on "U.S. Foreign Policy under the Reagan Administration," March 12-13. ☐

Inspector General's Office

AMBASSADOR TESHIMA, inspector general of the Japanese foreign ministry, and members of his staff paid a call on inspector general **ROBERT LYLE BROWN** to discuss inspection operations as conducted by their respective offices. A similar exchange took place with chief inspector **GORDON WINKLER** of ICA. Mr. Brown has been calling on members of Congress and of congressional committees, and has begun a series of meetings with assistant secretaries and other Department officials to discuss implementation of the Foreign Service Act of 1980. In connection with the emphasis on controlling waste, fraud, and mismanagement, Mr. Brown chaired the first Department meeting on this subject, on March 19. The new executive secretary of the group is inspector **HERBERT SCHULZ**.

Deputy inspector general **FRANCIS X. READY** addressed members of the new administrative core course at the Foreign Service Institute, in March, on the operations of the Office of the Inspector General. **DONALD I. COLIN**, special assistant to the inspector general, has been transferred, and left March 14 for his new assignment in Bangkok with the Orderly Departure Program for Vietnamese refugees. **LYNN W. BURGENER**, acting director of audits is to be transferred to Embassy Ottawa as the budget and fiscal officer. **MARVIN L. WOLFE**, who has served almost four years as an inspector, has joined the Bureau of Near Eastern and South Asian Affairs as budget officer.

VERONICA TURNER of the Secretarial Staff was providing secretarial services on the spot to the inspection team headed by **JAMES B. ENGLE**, which was inspecting embassies and constituent posts in Belgium, Luxembourg and the Netherlands through mid-April. Eighteen inspectors are scheduled to participate in training on administrative subjects at the Foreign Service Institute in late April and early May. They will work with the self-instructional modules containing problems in an overseas environment in such areas as property management, procurement and contracting, voucher certification and preparation, and vehicle programs. ☐

Inter-American Affairs

On February 28, deputy assistant secretary **JAMES CHEEK** traveled to New York to address a conference on human rights organized in conjunction with Columbia University.

OFFICE OF MEXICAN AFFAIRS

ROBERT PASTORINO, deputy director, participated in seminars on U.S.-Mexican relations in Phoenix and Las Cruces, N.M. He also visited the International Boundary and Water Commission headquarters in El Paso. On March 11, **PAUL STORING** was the featured speaker at a day-long symposium in Mexico, Central America and the Caribbean, sponsored by Delta College at Saginaw, Mich. On March 11-13, **GORDON DuGAN** addressed and participated in a U.S.-Mexico seminar at the Air Force Academy, Colorado Springs, Colo. **DONALD LYMAN**, economic officer for Mexican affairs, addressed the War College on U.S.-Mexican Relations. **ERIC JAMES**, international relations officer for Mexican affairs, addressed the Philadelphia World Affairs Council on U.S.-Mexico relations.

OFFICE OF REGIONAL POLITICAL PROGRAMS

GERALD C. McCULLOCH, international organizations officer, attended the multilateral diplomacy seminar at the Foreign Service Institute, February 23-27. **GEORGE F. JONES**, director of the office, attended a colloquium, February 26, in Carlisle, Pa., on the U.S. military role in the Caribbean. ☐

SAN SALVADOR—Political secretary *Brenda Jannuzzi* at farewell party in her honor just before her departure from post. She was presented the Meritorious Honor Award for her work for two years here.

MARIMBA
SALVADOREÑA

International Narcotics Matters

Efforts directed toward enhanced control of drug trafficking in the Caribbean included an interagency session with the Bahamian foreign minister and attorney general, during which a previously-developed action program of collaboration with the Bahamas was reviewed.

JOHN L. McGRUDER, policy and program assessment coordinator, conducted two country program evaluations in Latin America. On February 2-7, Mr. McGruder evaluated the U.S.-supported narcotics control program in Ecuador, and from February 8-21 he was joined by WILLIAM CAMP, an Office of Personnel Management officer, and DOMINIC IACOVO, presidential management intern, in an evaluation of the narcotics control efforts in Peru. Both evaluations assessed the effectiveness of the programs and could provide a framework for future planning.

JOHN A. McLAUGHLIN, senior aviation and technical adviser, Office of Global Strategy and Support, visited Delaware in February to inspect aircraft being procured by the Bureau of Refugee Affairs. Later that month, Mr. McLaughlin visited various southwestern U.S. plants to inspect and accept aircraft for the international narcotics control program. On March 11, Mr. McLaughlin went to Miami to facilitate the preparation of a patrol boat for use in the narcotics interdiction efforts of a Caribbean country. GEORGE RECACHINAS, financial analyst in the Office of the Controller/Executive Director, visited Ecuador and Colombia to conduct a financial review of the narcotics control programs there. JOHN J. CONWAY, deputy executive director, and BONNA BONARD, contract specialist, traveled to Dallas for contract negotiations with Cooper Airmotive, Inc., regarding aircraft support contracts relative to the U.S. narcotics control program in Burma.

The bureau welcomed EUGENIA WRAY as secretary to BRUCE FLATIN, director, global strategy and support. ☐

ALEXANDRIA, Egypt—At awards ceremony, from left: *Lewis A. Afram; Sayed I. Mohamed; Walter M. McClelland,* consul general; *Makram N. Waghris.*

Near Eastern and South Asian Affairs

Deputy assistant secretary JOSEPH TWINAM discussed "The Middle East: Policy Issues and Economic Prospects" during the Department's Executive-Diplomat Seminar, February 10. On February 9, deputy assistant secretary MORRIS DRAPER addressed 50 members of the Womens' Labor Zionist Organization of America on various Mideast topics, at a Department briefing. ERNESTINE HECK, country officer for Afghanistan, traveled to Kansas City, Mo., February 10, where she discussed the Afghan situation and the Soviet invasion before the Mercury Club, students and faculty of Johnson County Community College, and during "Issues 81," a briefing series for Kansas City students involved in the model UN program. On February 10, ROGER MERRICK, deputy director for Saudi Arabia and the Yemens, Office of Arabian Peninsula Affairs, began a three-day series of lectures and meetings focused on the Persian Gulf. The series, sponsored by the Cincinnati Council on World Affairs, took Mr. Merrick to Anderson College, Taylor University and Franklin College, all in Indiana. On February 9 and 10, ALAN ROY, country officer for Libya, traveled to the Milwaukee area, where he participated in the Institute on World Affairs' "Great Decisions" program on the Middle East. Mr. Roy also spent a day at the University of Wisconsin at Madison, where he spoke on Libya and Mideast issues.

JOHN HIRSCH, deputy director, Office of Israeli and Arab-Israeli Affairs, also traveled to Wisconsin in February, addressing the Milwaukee chapter of the Zionist Organization of America, February 8. On February 12, BERNARD JOHNS, country officer for Syria, discussed U.S. policy toward the Middle East, before members of the Chicago Council on Foreign Relations and the Mid America-Arab Chamber of Commerce. DAVID WINN, country officer for Lebanon, briefed a group from the Chapin School on Mideast issues, during a meeting in the Department, February 11. MARGARET DEAN, country officer for Bahrain, the United Arab Emirates and Qatar, spoke before the Mideast seminar at Mount Vernon College, in Washington, February 18.

Ambassadors consulting recently in the bureau include ARTHUR W. HUMMEL JR., Pakistan; SAMUEL W. LEWIS, Israel; and ANGIER B. DUKE, Morocco.

EDWARD L. PECK, director of the Office of Egyptian Affairs, traveled to Aswan, Egypt, January 21, as a member of the U.S. delegation at the meeting of bilateral and multilateral donors of economic assistance to Egypt. The group met with PRESIDENT SADAT and numerous Egyptian ministers. Mr. Peck subsequently visited Cairo for

TUNIS—At awards ceremony, from left: *Khedija Jarrar,* Ambassador *Stephen W. Bosworth, Elvire Carleton, Mary Ann Casey, Lewis R. Murray.*

consultations in the embassy, the Sinai Field Mission, where he took part in an aerial inspection, and Tel Aviv and Jerusalem, where he met with embassy, consulate general and Israeli government officials, as well as private citizens in Israel and the West Bank. □

SINAI SUPPORT MISSION

Director FRANK E. MAESTRONE joined a Department team headed by deputy assistant secretary MICHAEL E. STERNER for bilateral discussions with the governments of Israel and Egypt, on the security arrangements to be implemented in the Sinai peninsula following Israel's final withdrawal, scheduled for next April. □

SINAI SUPPORT MISSION—Director *Frank E. Maestrone*, center, accepts Superior Honor Award, on behalf of support mission and field mission staffs, from *Harry G. Barnes*, former director general. *James Wallen*, associate director for engineering, is on left.

Oceans and International Environmental and Scientific Affairs

Acting assistant secretary THOMAS R. PICKERING met with a panel of experts to discuss the foreign policy implications of genetic engineering and U.S. energy cooperation with developing countries, February 20 and 23. The meetings were coordinated by MARGARET GOULD and DAVID LOWENFELD of the Policy Assessment Staff, and RICHARD SCRIBNER of the American Association for the Advancement of Science. The panel's final reports and recommendations will be presented to the Oceans and International Environmental and Scientific Advisory Committee in May.

The U.S.-Spain Joint Committee on Science and Technology held its eighth session in Washington, February 27. Mr. Pickering headed the U.S. delegation as U.S. co-chairman, while MANUEL BARROSO, the Spanish co-chairman, led a three-man delegation from Madrid. This program falls under the U.S.-Spain treaty of friendship and cooperation, which expires in September. However, the science and technology programs, which include cooperative research projects and postdoctoral and short-term travel grants, will continue through December 1982. One of the major objectives of this session was to propose an administrative budget for the period after the treaty's expiration. The ninth session of this committee, tentatively scheduled for June, will be held in Madrid.

Former principal deputy assistant secretary LESLIE H. BROWN left the bureau on February 13 to become deputy director of the Politico-Military Affairs Bureau. The incoming principal deputy assistant secretary for the bureau will be HARRY R. MARSHALL, who was most recently with the Arms Control and Disarmament Agency. MORRIS D. BUSBY, deputy assistant secretary for oceans and fisheries affairs, traveled to Guam and Saipan to participate in the Western Pacific Regional Fishery Management Council meeting, February 3-5. While in the South Pacific, Mr. Busby consulted with the governor of Saipan and other high-ranking officials of the Government of the Trust Territory, February 5-7. En route back to Washington, Mr. Busby met on February 9 with the regional director of the National Marine Fisheries Service, in Honolulu. Mr. Busby concluded negotiations for a Pacific albacore tuna vessel treaty with the Canadians, February 17, in Washington. On February 18, Mr. Busby addressed the annual directors' meeting of the Restoration of Atlantic Salmon in America, Inc., in New York. On February 21, Mr. Busby and TUCKER SCULLY, director of the Office of Oceans and Polar Affairs, traveled to Buenos Aires, Argentina, to head a delegation to the preparatory meeting for the 11th consultative Antarctic meeting. JAMES A. STORER, director, Office of Fisheries Affairs, spoke on "Fisheries Allocations" before the Committee on the Economic Potential of the Ocean, Marine Technology Society, February 27, in Washington. JOHN R. DAVIS of the Office of Fisheries Affairs attended the February meeting of the Caribbean Fishery Management Council in San Juan, Puerto Rico, February 17-19. The 57th annual meeting of the International Pacific Halibut Commission was held February 3-5 in Vancouver, B.C. CHRIS DAWSON, Office of Fisheries Affairs, and JAMES LEWIS represented the Department at the meeting. The halibut fishing seasons and quotas that will govern both Canadian and U.S. fishermen in their respective areas were set by the commission during the proceedings.

The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the ninth session of the senior advisers on environmental problems of the Economic Commission for Europe, in Geneva, February 10-13. Mrs. Hoinkes was elected for a two-year term as chairman. JACK BLANCHARD of the Office of Environment and Health also served on the delegation. Mrs. Hoinkes, at the invitation of the Italian government, addressed the Italian parliament on the "Global 2000" report, in Rome, February 25. DONALD KING, director of the Office of Environment and Health, attended a workshop conducted by the International Energy Agency, in Paris, February 9-13. Mr. King also spoke at Huntingdon College, Auburn University and at the Alabama conservancy on "Global 2000," February 27-28. Mr. Blanchard participated in the U.S.-Canada Coordinating Committee meeting, on transboundary air pollution, in Ottawa, February 4-5. ANDREW SLEGHT, Office of Environment and Health, headed the U.S. delegation to the UN Environment Programme-Economic Commission for Latin America meeting, in Managua, on the Caribbean action plan, February 22-27. WILLIAM J. WALSH III, Office of Environment and Health, participated as executive secretary in the meeting of the executive committee of the U.S.-Japan medical cooperation program, in Honolulu, February 9-15.

BILL L. LONG, director of the Office of Food and Natural Resources, addressed the Brookings Institution's public policy conference for federal management and program executives, in Williamsburg, Va., March 6, on long-range global issues of resource management, environmental quality and population. On February 6 he presented an analysis of the "Global 2000" report and its implications to a senior seminar sponsored by the CIA. DAVID McCLINTOCK, food and agriculture adviser in the Office of Food and Natural Resources, spoke to the National Association of Counties' first national agricultural lands conference, in Chicago, February 5, on international pressures on the U.S. cropland base. THOMAS PARKER, international wildlife adviser in the Office of Food and Natural Resources, was a member of the U.S. delegation to the third meeting of the parties to the convention on international trade in endangered species, in New Delhi, India, February 25-March 8. BARBARA BAUM, an American Association for the Advancement of Science/State Department science, engineering and diplomacy fellow, in the Office of Food and Natural Resources, gave a series of keynote speeches on the "Global 2000" report at various community colleges in Connecticut, March 6-7, as part of a statewide program on long-term global issues. ■

—(Continued from Page 1)

about them. I feel that a picture of each one, with his own biography and accomplishments, should be featured in the next issue. Of course, the operation was downplayed because it was such a failure—causing loss of face, "men and machines," etc., of which no country could be proud. But just because circumstances ruined the rescue attempt is no reason for it to be buried in footnotes. It is a "glorious" moment in history when men give their lives for others, and they should be lauded to the skies!

Sincerely yours,
HARRIET S. DANNENHAUER
Secretary □

Fish story sequel

ANTANANARIVO, MADAGASCAR

DEAR SIR:

I would appreciate your assistance in clarifying a letter to the editor and photo concerning me that appeared in the February issue. The letter/photo was entitled "Antananarivo—Another mess for the admin—Rob Nolan and assistnat Rakoto retrieve fallen fish at the 1980 Marine Corps ball." My wife, Nancy Nolan, was the source of this info. For the record, I would like to make the following points:

(a) I was in no way personally responsible for that ill-fated stuffed tuna's last leap for freedom.

(b) At the time of the tuna's fall to the floor of the ambassador's residence, I was 50 feet across the room, minding my own business.

(c) The "fish fall" was caused by the collapse of a cardtable leg (due to human error or technical failure.

(d) My rescue attempt at retrieving the fish was an effort to restore some semblance of dignity to an event which had been coming off heretofore in a very dignified manner.

I have personal reasons for setting the record straight. After four years in African admin work, I have now been assigned to the Department. I am attempting to clean up my act before arrival in Washington. Obviously my corridor reputation will suffer if my identity is that of someone unable to balance a fish platter, under pressure.

In addition, I noticed that a substantial portion of my head was cropped by the photo editor. As a junior officer, I realize that I am outranked by thousands of people in the Department's bureaucracy. But do you really think that a stuffed tuna outranks a junior officer?

Sincerely,
ROBERT B. NOLAN
Administrative officer □

Mr. Nolan, including most of the top of his head.

TRANSFER TREMORS .... by ebp

I was almost transferred to NAIROBI, but KENYA imagine my surprise when it was canceled.

I was almost transferred to FRANCE, but I already had had my LYON's share of European assignments.

I was almost transferred to NEW DELHI, but as, at the time, I was investing IN DIAmonds, I wanted to go to Holland. □

Household effects

KATHMANDU, NEPAL

DEAR SIR:

Almost every issue of STATE contains a letter complaining about long delays in receiving the household-effects allowance (HHE) overseas—two, three and five-month delays. I am able to sympathize with those concerned, but I can hardly feel sorry for them. I have been waiting over nine months to receive my HHE. This equals others before me who have had to wait this length of time. There seems to be a major defect in the system, and perhaps STATE could do an investigation on the transportation department and find out where the problem lies. Definite action is needed to alleviate the hardships of lengthy delays of HHE.

I think we deserve better actions and answers than "Welcome to the Foreign Service" or "That's the State Department for you."

GREG TWEIT □

Stolen bond

RABAT, MOROCCO

DEAR SIR:

In answer to your "Money quiz" (on U.S. savings bonds), I cannot but comment on the validity of same. For over a year, which gives you some idea how long it takes this "safe" "free-on-request" service to become a fact, I have plugged away in an attempt to have a stolen (and cashed) bond reinstated. I wonder, therefore, how "safe" they really are. By the way, I have been a supporter of this type of savings for many years, but if this is how "safe" they are, perhaps I should now do otherwise.

Sincerely,
JOSEPHINE I. LINDSAY □

Bonn Bulletin buddy

MANILA, PHILIPPINES

DEAR SIR:

Re Mark Sanna's suggestion in the February issue that an annual award be given to the best newsletter published by an overseas post, I think it's a great idea. Most of these newsletters are dreadfully boring, and an award of some kind might jack up the publication. In my 20 years overseas with State, the best publication I've seen is the Bonn Bulletin. It's really super!

Sincerely,
FRANCES MC PHAUL ☐

Coverage in depth

NORTH WEYMOUTH, MASS.

DEAR SIR:

Perhaps the s/he syndrome has gotten to be a bit much for STATE. I knew that was my problem when I started to read double in the February issue.

In the event that I am the only one to experience this—pages 17 through 32 and 41 through 56 are missing, and everything else is double.

Assuming that I am not the only one curious about what is contained in the missing pages, will February's STATE be re-issued?

Sincerely,
PAUL B. MCCARTY
FSO (ret.)

Sorry 'bout that. We can't re-issue, but we're mailing you a good copy. We'll try our best to accommodate anyone else who writes in. ☐

Mutual backscratching

BUJUMBURA, BURUNDI

DEAR SIR:

I thought you might like to know we ran your ad for "Talent Wanted" here in the heart of Africa. (See last page of our post newsletter, Tanganyika Times.)

If anything appropriate passes through our newsletter, I'll send it on to you. Meanwhile, keep up your innovative good work on STATE. It is becoming better and better!

Sincerely,
SUSAN SOUTHWICK
Family Liaison Officer and
editor, Tanganyika Times ☐

More kudos

WEST PALM BEACH, FLA.

DEAR SIR:

Congratulations on your new look! I have been reading your magazine's predecessors since 1920, and I fully appreciate how you have grown and improved over the years.

By the way, I hope you will include in the next "Library Booklist" two books—"The Diplomat's Wife," published in 1956, and "American Foreign Service Authors," in 1973. The first was by me and the second by my wife, Katherine Randall Boyce, and me. Both books are in the State Department Library.

With sincere best wishes,
RICHARD FYFE BOYCE
Consul general (ret.) ☐

She has arrived

ATHENS, GREECE

DEAR SIR:

Are "direct transfers" in the Foreign Service no longer recognized and mentioned?

I arrived in Athens on direct transfer from Tunis in June 1979 and have tried various and sundry means of merely having this mentioned under "Transfers"—including a direct communication to you in November 1979.

This is Friday the 13th—dare I hope for better luck?

Sincerely,
VIRGINIA CHESLICK ☐

Synchronize your watches

BUENOS AIRES, ARGENTINA

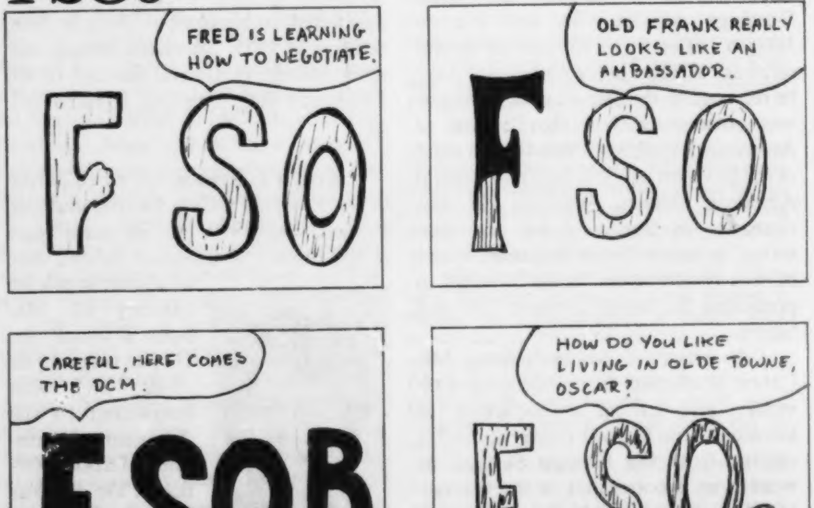
DEAR SIR:

I apologize for the delay in bringing this to your attention, but perhaps it will be in time for the next issue listing "Time Around the World" (July 1980, Page 44).

When it is 12 noon in Washington, D.C., it is 2 p.m. in Buenos Aires. When it is 12 noon daylight saving time in D.C., it is 1 p.m. in Buenos Aires.

Sincerely,
GEORGE L. KELLY ■

FSOs


FRED IS LEARNING HOW TO NEGOTIATE.
FSO
OLD FRANK REALLY LOOKS LIKE AN AMBASSADOR.
FSO
CAREFUL, HERE COMES THE DCM.
FSOB
HOW DO YOU LIKE LIVING IN OLDE TOWNE, OSCAR?
FSOe
Bernard Penney

Obituaries

Mr. Cabot (1956 photo)

John Moors Cabot, who served as ambassador to Sweden, 1954-57; to Colombia, 1957-59; to Brazil, 1959-61; and to Poland, 1962-65, died after a stroke at Georgetown University Hospital, on February 23. He was 79.

Mr. Cabot was consul general in Shanghai during the late '40s, when the Communists came to power in China. While serving as ambassador to Poland, he represented the United States in its only regular contact with the People's Republic of China. An early advocate of the need for U.S. economic aid for, and social and political reform in Latin America, he was appointed assistant secretary for inter-American affairs in 1953. He served as minister to Finland, 1950-53. His last assignment before retiring in 1966 was a detail to the National War College as deputy commandant.

Beginning his career in 1926, Mr. Cabot served in Callao-Lima, Santo Domingo, Mexico City and Rio de Janeiro. After appointments as second secretary at The Hague and Guatemala, he returned to the Department, where he was assistant chief of the Division of American Republics, 1942-44, and chief of the Division of Caribbean and Central American Affairs, 1944-45. He was counselor in Buenos Aires, and then served as counselor in Belgrade, where he was remembered for his foresight in predicting the break between Tito and Stalin.

A native of Massachusetts, Mr. Cabot graduated from Harvard University and earned a bachelor's of literature from Oxford University. After retiring from the Foreign Service, he worked as a consultant at the Georgetown University School of Foreign Service, and as a lecturer and consultant at the Fletcher School of Law and Diplomacy, where a new inter-cultural center has been named in his honor. Survivors include his wife, two sons, two daughters, one brother, one sister and 11 grandchildren. The family suggests contributions to the American Foreign Service Scholarship Fund, 2101 E St. N.W., Washington, D.C. 20037. ☐

Mr. Tittman

Harold H. Tittman Jr., who served as ambassador to Haiti and Peru in the late '40s, died on December 30, He was 88.

Mr. Tittman was a native of Missouri and a graduate of Yale University. He served in the Army as a first lieutenant during the first world war. Starting his career in 1920, he served in Paris, Rome, then Washington, as assistant chief of the Division of European Affairs. He was consul general in Geneva for one year, and counselor in Rome, 1940-41. Before his appointment as ambassador to Haiti in 1946, Mr. Tittman served in the Vatican City as assistant to the personal representative of the President. He was appointed ambassador to Peru in 1948, retiring in 1955. Survivors include two sons, Harold H. III and Barclay, of 102 Estabrook Rd., Concord, Mass. 01742. ☐

Ms. Spence

Evelyn J. Spence, 61, an employee in the Passport Office, Correspondence Branch, since 1979, and for many years in the Bureau of Consular Affairs, died of a heart attack on January 18. Ms. Spence joined the Department in 1940, and was transferred to the American Hemisphere Exports Office of the old War Services Board, in 1942.

Returning to the Department after the war, she worked for the Division of Protective Services, then became a consular assistant in the Bureau of Consular Affairs, Office of Special Consular Services. She was a staff aide in the Passport Office until 1962, when she was assigned to the bureau's Refugee and Migration Affairs Office. Ms. Spence worked in the administrative section of the Passport Office as an office services assistant, 1964-67, and as a passport assistant, 1967-79.

Survivors include her sister-in-law, Mildred B. Spence, of 12603 Denley Rd., Silver Spring, Md. 20906. ☐

Judith Cisar, a Foreign Service secretary assigned to Embassy Luxembourg, died of a stroke in the Frankfurt military hospital on November 21. Miss Cisar had served in Luxembourg for two years. Her previous assignments included Rangoon and Saigon. She leaves her mother, Mrs. Esther L. Canada, of 1201 Crenweige Dr., Fredericksburg, Tex. 78624, and a sister and brother, also in Texas. ☐

William A. Fowler, 77, who specialized in trade agreements and served as consul general in Rio de Janeiro before retiring in 1962, died on February 17.

During the early years of his career, which began in 1934, he served in Washington as assistant chief of the Division of Trade Agreements, assistant chief for commercial treaties and agreements, then chief of the Division of Commercial Policy. He was chairman of the Trade Agreements Committee, 1944-45, and a member of the Committee for Reciprocity Information. Assigned to London as first secretary and consular officer in 1945, he served there as U.S. representative on the Executive Committee of the Preparatory Commission of the United Nations, and on the International Sugar Council. After serving as an economic-social adviser to the United Nations, he was assigned to negotiate a trade agreement with the Netherlands and the Belgo-Luxembourg Economic Union in Geneva. In 1948, Mr. Fowler was deputy U.S. representative during the first session of the Economic Commission for Latin America, in Santiago. From 1949 until 1951, he was first secretary and consular officer in Belgrade, followed by a Department appointment as deputy director of the Office of German Economic Affairs. He was counselor in Stockholm, 1954-59.

Mr. Fowler was born in Washington. He had a bachelor's from Whitman College and a master's from the University of Oregon. He also attended Harvard University for three years. Survivors include his wife, of 120 Libby St., Sequim, Wash. 98382, and two daughters. □

Howard J. Ashford Jr., 57, who served as a political adviser in Bonn before retiring in 1978, died on February 17. Mr. Ashford was a native of New York. He graduated from Washington and Jefferson College, and served overseas in the Army during the war.

Joining the Foreign Service in 1948, he served in Dhahran and Berlin. In 1952, he was appointed political officer in Ankara, where he returned in 1968 as counselor for the Mutual Security Agency. Mr. Ashford was counselor of political affairs in Kabul, 1963-65, then served on consecutive details to the Air Force War College and to the Department of Defense. His Department assignments included two years as a Foreign Service inspector and, in 1974, staff director of the Board of Examiners for the Foreign Service.

Survivors include his wife, of 821 Forbes Rd., Carlisle, Pa. 17013. □

William H. Dodderidge, 65, a retired Foreign Service officer, died on February 16. A native of Kansas, he graduated from the University of Kansas and served overseas as a lieutenant colonel in the Army during the war. Before joining the Department in 1948, he was an administrative officer with the Veterans Administration. He served as lieutenant colonel in the Air Force, 1953-56, and then returned to the Department.

Mr. Dodderidge was first secretary in Manila, 1957-60, and in Tegucigalpa, 1960-63. After a detail to the Department of Defense, he was assigned to Washington as a management and program analyst until his retirement in 1967. Survivors include his wife, of 6010 Beech Ave., Bethesda, Md. 20034. □

Eugene Lawrence Padberg Jr., 66, a retired consular officer, died on January 31. A native of Missouri and a member of the Missouri bar, he graduated from St. Louis University and earned his law degree from Washington University. He worked for the Department of Justice for seven years before joining the Foreign Service in 1948.

Mr. Padberg served as consular officer and second secretary in Tel Aviv, Winnipeg, Fortaleza and Tehran. Returning to Washington in 1958, he was officer-in-charge of economic affairs for several offices in the Bureau of African Affairs. His last overseas assignment before retiring in 1963 was to Johannesburg as consular officer. Survivors include a brother and a sister, Juanita P. Wagner, of 4525 Laren La., Dallas, Tex. 75234. □

Orris Cregg Page, 74, a former foreign buildings officer, died of a heart attack at his home in St. Petersburg, Fla., on February 10. Mr. Page, who worked for a private contractor as a construction supervisor for 13 years, joined the Foreign Service in 1947. He served in Dhahran, Jidda and Beirut as attaché, and was deputy regional director of the Office of Foreign Buildings Operations in Tokyo, 1954-55. Subsequent appointments as a foreign buildings officer were to Djakarta, Port-of-Spain and Tel Aviv. He retired in 1963.

Mr. Page, a native of Missouri, attended the University of Oregon and George Washington University. During the war, he served overseas as an Army captain, and then worked for the Veterans Administration as an architectural engineer, 1946-47. He leaves his wife, of 1301 40th Ave. N.E., St. Petersburg, Fla. 33703, and a brother. □

Harold B. Quarton, 92, of Madison, Wisc., a consular officer who retired in 1949, died on February 4. His 37-year career included assignments to Berlin, Rotterdam, Helsingfors, Malmo, Viborg, Riga, Reval, Coblenz, Havana, Guayaquil, Keijo, Málaga and Tampico. Mr. Quarton, a native of Iowa, graduated from Grinnell College, and earned a master's diploma from George Washington University. There are no known survivors. ■

New Directives

Organization and functions

Certain functional statements for the Bureau of Personnel are revised and renumbered to reflect organizational changes since the bureau's statement was last issued. Principal changes are as follows: (a) The Recruitment Division (PER/REE/REC) is restructured. It includes a new Special Recruitment Branch (REE/REC/SR), and a new Foreign Service Officer Recruitment Branch (REE/REC/FSO), which subsumes the Special Programs Recruitment Branch (REE/REC/SP) which is abolished. (b) A new Employment Division (PER/REE/EMP) is established which subsumes the former Standards and Requirements Branch (REE/EXAM/SR) and parts of the Employment Support Division (PER/REE/ESD), both of which have been abolished. (TL:ORG-130)

General services

Effective October 5, the following directives became effective: (a) Mileage reimbursement for authorized travel by privately-owned vehicles was increased from 20 cents to 22.5 cents per mile. (b) Several locality subsistence rates in high-cost areas have been revised, and subsistence rates for some cities and states have been deleted. (Uniform Foreign Affairs Regulations) (TL:GS-271)

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense. Hong Kong, Nouakchott and Rangoon have been added to the list of posts granted this exception.

The maximum per diem rates for official travel have been changed for various locations in Alaska, the Commonwealth of Puerto Rico, Hawaii and the Virgin Islands. These rates were established by the Department of Defense Civilian Personnel Per Diem Bulletin Nos. 95, dated September 16; 96, dated October 6; and 97, dated November 12. (Uniform Foreign Affairs Regulations) (TL:GS-273)

Effective February 15, S/IG inspectors who perform protracted temporary duty travel on a recurring basis may be paid a special allowance under Section 32 of the State Department Basic Authority Act of 1956, as amended. This special allowance is intended to assist inspectors to defray expenses related to their extended absence from their duty station. □

Library Booklist

South Africa

Selected new books—Part I*

General

Atkinson, Norman. *A history of educational policy in South Africa.* Salisbury, Univ. of Rhodesia, 1979. 339p. On order.

Berridge, G. *Economic power in Anglo-South African diplomacy.* London, Macmillan, 1980. On order.

Bissell, Richard and Chester A. Crocker, eds. *South Africa into the 1980's.* Boulder, Colo., Westview, 1979. 254p. DT779.9.S674

Bundy, Colin. *The rise and fall of the South African peasantry.* London, Heineman Educational Books, 1979, 276p. HC517.S7B86 1979.

Carter, Gwendolyn M. and P. O'Meara, eds. *Southern Africa: the continuing crisis.* Bloomington, Indiana Univ. Press, 1979. 404p. DT746.S63

Carter, Gwendolyn M. *Which way is South Africa going?* Bloomington, Indiana Univ. Press, 1980. 162p. DT779.952.C37

Charton, Nancy, ed. *Ciskei: economics and politics of dependence in a South African Homeland.* London, Croom Helm, 1980. 253p.

Clifford-Vaughn, F. McA., ed. *International pressures and political change in South Africa.* Capetown, Oxford Univ. Press, 1978. 109p.

Counter Information Services. *Buying time in South Africa.* London, Counter Information Services, 1978. 55p. DT763.C73

Desmond, Cosma. *Christians or capitalists?: Christianity and politics in South Africa.* London, Bowerdean Press, 1978. 160p. BR115.P7D457

Gann, Lewis H. and P. Duignan. *South Africa: war, revolution, or peace?* Stanford, Calif., Hoover Institution, 1978. 85p. DT763.G34

Geldenhuys, Deon, ed. *The role of multinational corporations in South Africa.* Johannesburg, The South African Institute of International Affairs, 1979. 25p. HD2922.R64

Geldenhuys, Deon, ed. *Sanctions against South Africa.* Braanfontein, The South African Institute of International Affairs, 1979. 27p. DT779.9.S26

Jackson, John D. *Justice in South Africa.* London, Secker and Warburg, 1980. 239p. JQ1973.J32

Legum, Colin. *The western crisis over Southern Africa: South Africa, Rhodesia, Namibia.* New York, Africana, 1979. 260p. DT746.L44

Macaskill, Frederick. *In search of liberty: incorporating a solution to the South African problem.* New York, Books in Focus, 1979. 230p. HB95.M32

McClellan, Grant S., ed. *Southern Africa.* New York, Wilson, 1979. 272p. DT763.S63

Rotberg, Robert I., ed. *Conflict and compromise in South Africa.* Lexington, Mass., Lexington, 1980. 212p. DT763.C663

Schlemmer, Lawrence and Eddie Webster, eds. *Change, reform, and economic growth in South Africa.* Johannesburg, Ravan Press, 1978. 244p. HC517.S7C45

Seiler, John, ed. *Southern Africa since the Portuguese coup.* Boulder, Colo., Westview, 1980. 252p. DT746.S62

Sizwe, No. *One Azania, one nation: the National question in South Africa.* London, Zed Press, 1979. 215p. DT770.S56

Stultz, Newell M. *Transkei's half loaf: race separatism in South Africa.* New Haven, Yale, 1979. 183p. DT846.T7S78

United Nations. Secretariat. *Activities of transnational corporations in Southern Africa: impact on financial and social structures: report of the Secretariat.* New York, United Nations, Economic and Social Council, 1978. 80p. HG5851.A3U48

Van den Berghe, Pierre L. *The liberal dilemma in South Africa.* London, Croom Helm, 1979. 164p. DT763.L557

Van der Merwe, Hendrik W., ed. *African perspectives on South Africa: a collection of speeches, articles and documents.* Stanford, Calif., Hoover Institution, 1978. 612p. DT779.9A37

Van Rensburg, W. C. J. *Mineral supplies from South Africa: their place in world resources.* London, Economist Intelligence Unit, 1978. 64p. HD9506.S72V35

Van Zyl Slabbert, Frederick and David Welsh. *South Africa's option: strategies for sharing power.* New York, St. Martin's, 1979. 196p. DT779.9.V36

History

Davies, Robert H. *Capital, state, and white labor in South Africa, 1900-1960: an historical materialist analysis of class formation and class relations.* Brighton, England, Harvester Press Ltd. 1979. 414p. HD8801.D38

Elphick, Richard and H. Giliomee, eds. *The shaping of South African society: 1652-1820.* Capetown, Longman, 1979. 415p. DT761.S5

Gann, Lewis H. and Peter Duignan. *Why South Africa will survive: a historical analysis.* London, Croom Helm, 1981. 312p. On order.

Geldenhuys, Deon. *South Africa's search for security since the Second World War.* Braamfontein, The South African Institute of International Affairs, 1978. 19p. DT779.7.G36

Marks, Shula and Anthony Atmore, eds. *Economy and society in preindustrial South Africa.* London, Longman, 1980. 385p. On order.

Munger, Edwin S., ed. *The Afrikaners.* Capetown, Tafelberg, 1979. 183p. DT788.A38

Pakenham, Thomas. *The Boer War.* London, Weidenfeld and Nicolson, c1979. 659p. DT930.P27

Schreuder, D. M. *The scramble for Southern Africa, 1877-1895: the politics of partition reappraised.* New York, Cambridge Univ. Press, 1980. 384p. DT745.S36

Warwick, Peter, ed. *The South African War: the Anglo-Boer War of 1899-1906.* Oxford, Blackwell, 1980. 416p. On order.

The United States and South Africa

Clark, Dick. *U.S. corporate interests in South Africa: report to the Committee on Foreign Relations, United States Senate.* Washington, D.C., GPO, 1978. 231p. HD292Z.C53

Lemarchand, Rene, ed. *American policy in Southern Africa: the stakes and the stance.* Washington, Univ. Press of America, 1978. 450p. DT747.U6A5

Noer, Thomas J. *Briton, Boer, and Yankee: the United States and South Africa, 1870-1914.* Ohio Kent State, 1979. 192p. DT771.U5N63

Myers, Desaix B. *U.S. business in South Africa: the economic, political, and moral issues.* Bloomington, Indiana Univ. Press, c1980. 375p. HG5851.A3M92

Prinsloo, D. S. *United States foreign policy and the Republic of South Africa.* Pretoria, Foreign Affairs Assoc., 1978. 141p. DT771.U5P73

Rotberg, Robert J. *Suffer the future: policy choices in Southern Africa.* Cambridge, Mass., Harvard, 1980. 311p. DT746.R67

Schmidt, Elizabeth. *Decoding corporate camouflage: U.S. business support of apartheid.* Washington, Institute for Policy Studies, 1980. 140p. On order.

Seidman, Ann. *South Africa and U.S. multinational corporations.* Westport, Conn., L. Hill, 1978, 251p. HG5851.A3S43

United States. Congress. House. Committee on Foreign Affairs Subcommittee on International Economic Policy and Trade. *U.S. policy toward South Africa.* Hearings, 96th Cong., 2nd Session, 1980. 912p. DT771.U5U54

United States. Congress. House Committee on International Relations. Subcommittee on Africa. *United States policy toward South Africa,* Hearings, 95th Cong., 2nd Session, 1978. 21p. DT779.7.U63

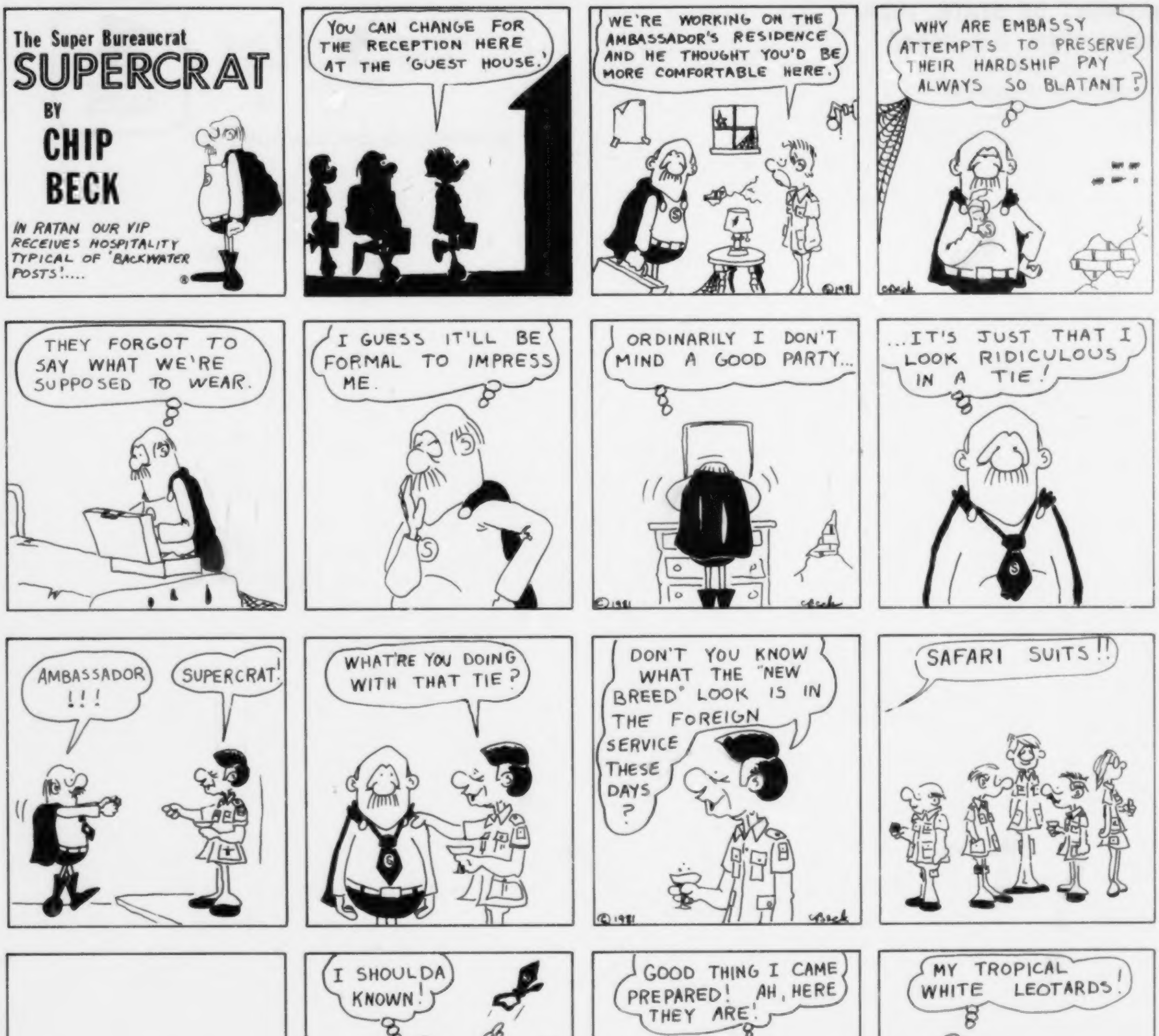
United States. Congress. House. Committee on International Relations. Subcommittee on Africa. *United States private investment in South Africa.* Hearings, 95th Cong., 2nd Session, 1978. 641p. HG5851.A3U5

Western Massachusetts Association of Concerned Scholars, ed. *U.S. military involvement in Southern Africa.* Boston, South End Press, 1978. 276p. DT747.U6U7

Whitaker, Jennifer S. *Conflict in Southern Africa.* New York, Foreign Policy Association, 1978. 96p. (Headline Series) D450.H4 No. 240 ■

---

*Next month's list will focus on race relations in South Africa. Call numbers are given for those books in the State Department Library.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
IN RATAN OUR VIP RECEIVES HOSPITALITY TYPICAL OF 'BACKWATER POSTS'!.....
YOU CAN CHANGE FOR THE RECEPTION HERE AT THE 'GUEST HOUSE.'
WE'RE WORKING ON THE AMBASSADOR'S RESIDENCE AND HE THOUGHT YOU'D BE MORE COMFORTABLE HERE.
©1981
WHY ARE EMBASSY ATTEMPTS TO PRESERVE THEIR HARDSHIP PAY ALWAYS SO BLATANT?
C.Beck
THEY FORGOT TO SAY WHAT WE'RE SUPPOSED TO WEAR.
I GUESS IT'LL BE FORMAL TO IMPRESS ME.
ORDINARILY I DON'T MIND A GOOD PARTY...
©1981
C.Beck
...IT'S JUST THAT I LOOK RIDICULOUS IN A TIE!
AMBASSADOR !!!
SUPERCRAT!
WHAT'RE YOU DOING WITH THAT TIE?
DON'T YOU KNOW WHAT THE "NEW BREED" LOOK IS IN THE FOREIGN SERVICE THESE DAYS?
©1981
C.Beck
SAFARI SUITS!!
I SHOULDA KNOWN!
©1981 C.Beck
GOOD THING I CAME PREPARED! AH, HERE THEY ARE!
MY TROPICAL WHITE LEOTARDS!
NOW I FIT IN. THEY'LL LOVE ME! AM I THIRSTY...
WHERE DID EVERYONE GO?
©1981 C.Beck
PARTY'S OVER. THE AMBASSADOR GOT TIRED AND KICKED EVERYONE OUT. SAID HE'D SEE YOU IN THE MORNING.
TO BE CONTINUED...

DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

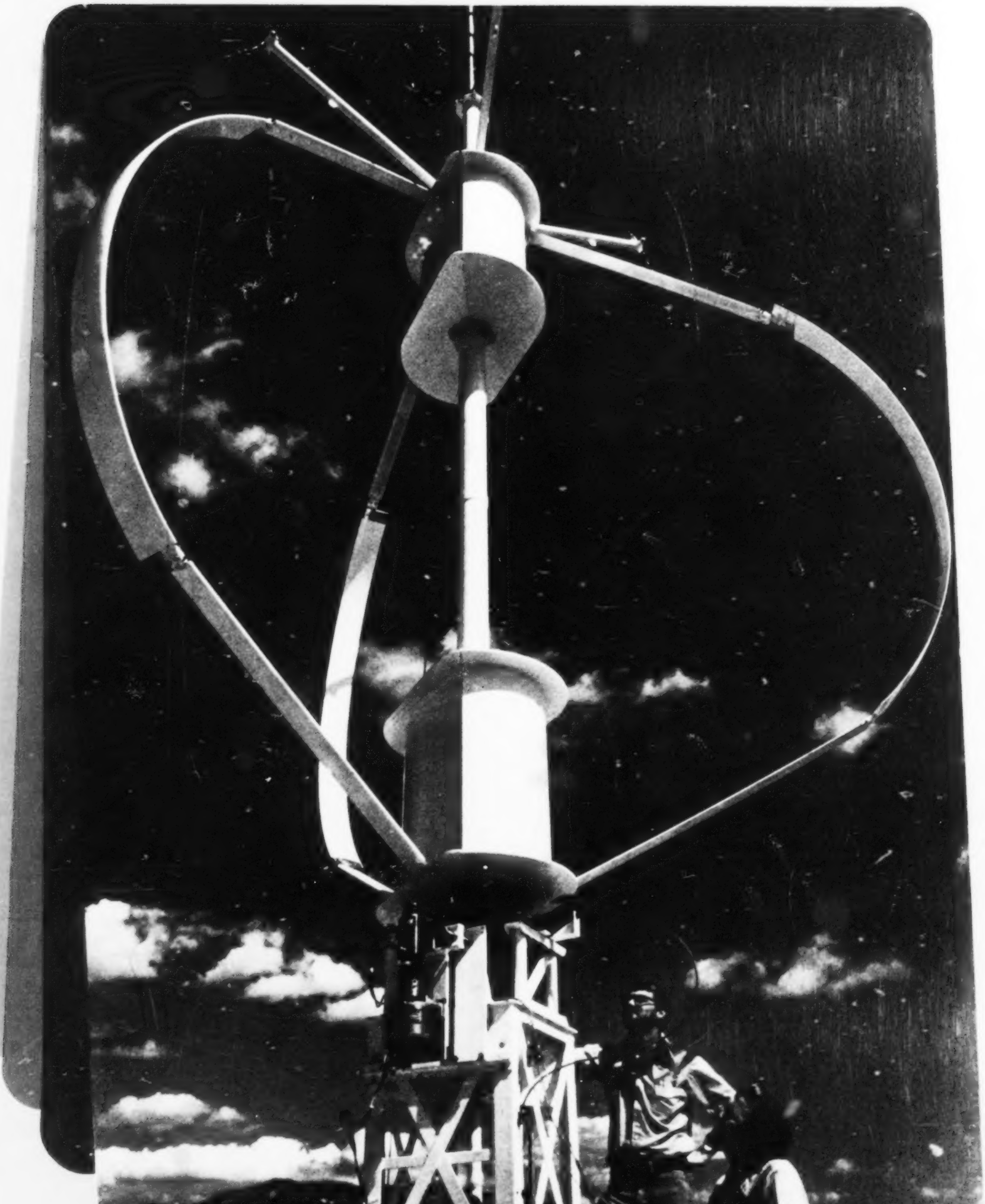
U.S.MAIL

CONTROLLED CIRCULATION RATE

234

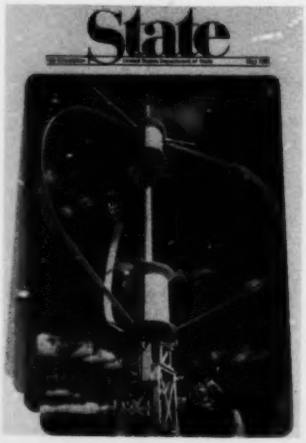
State

The Newsletter United States Department of State May 1981



S1. 118:

NEWARK PUBLIC LIBRARY
JUN 5 1981
U. S. GOVT. PUBS.
DEPOSITORY 376



THE COVER—The Department is contemplating wind as a source of energy at a few overseas posts. The photo shows a vertical-axis wind turbine at Sandia Laboratories, Albuquerque, N.M. The 15-foot blades drive into the wind—producing about 3 horsepower in a 20-mile-per-hour wind. Story is on Page 2. (*Department of Energy photo*)

United States Department of State

State

May 1981
No. 234

Letters to the Editor

Quarantine hostage-takers

FLAGSTAFF, ARIZ

DEAR SIR:

Now that the Iranian hostage ordeal is over, we must take immediate steps to prevent a recurrence of such a disruptive and humiliating experience. Most of the remedies being discussed hinge upon some form of military action or use of retaliatory force. On the other hand, there are those who cry in despair that nothing can really be done to protect our diplomats and foreign posts because, in the last analysis, they must rely for security on the host governments. Neither extreme is necessary, if we act immediately to internationalize the problem and provide for an effective global quarantine against offenders. . .

Recent times have seen the growth of uncivilized terrorism and uncontrolled attacks on diplomatic missions and personnel. Until the Iranian case, however, it had never happened that terrorists and kidnappers were actually supported by the governmental authorities of the host country. . .

The only effective remedy in such a case is immediate international quarantine of the offending country. By quarantine is meant not just economic sanctions, which tend to be leaky, but a complete break in relations, diplomatic, economic, communications, political, cultural—across the board, so that the offender finds itself in total international isolation—a rogue in the society of nations, a pariah and untouchable among its peers. Few countries, if any, would risk this kind of condemnation and pressure. To be an effective deterrent this remedy cannot be organized after the fact. It must be in place, known to all beforehand and fully sanctioned by the international community in a treaty to which,

—(Continued on Page 49)

5

10

17

27

News stories

2 State looks at wind as source of energy
6 Reagan names 7 new ambassadors
9 McGonagle wins top award for reporting
9 Woerz wins $2,000 administrative award
15 Heaphy, Watzman head Open Forum
17 Department's library marks bicentennial

Feature stories

5 The car that really traveled
10 Kudos, wine for 8 colleagues
37 Frankfurt: meeting the folks

Photo story

26 Post-of-the-month: Thessaloniki

Departments and features

20 Alcohol awareness
24 "American Diplomacy"
6 Appointments
18 "Ask Dr. Korcak"
38 Bureau Notes
32 Current Publications
46 Diplo-Crostic, by Becker
22 Education and Training
9 Honors and Awards
1 Letters to Editor
52 Library Booklist
37 New Directives
15 News Highlights
51 Obituaries
30 Personnel: Civil Service
33 Personnel: Foreign Service
49 Transfer Tremors

25 . . . . Updated list of career counselors

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

Foreign Service Buildings

Studies point to wind as possible source of energy

At least six sites eyed as having 'sufficient potential'

"ABUNDANT and inexhaustible" wind may become a cheap source of energy at certain U.S. embassies, residences and office quarters around the world. Studies for the Department's Office of Foreign Buildings are to be made at six sites believed to have "sufficient potential." Wind monitoring equipment is already in place at three of them.

In addition, 30 other cities have "well-exposed" sites, and have been rated either "very promising" or "promising" as sources for wind energy for U.S. foreign buildings, according to a feasibility report prepared by Battelle Pacific Northwest Laboratories, Richland, Wash., under contract to State. "Of all existing solar-electric technologies, wind energy is considered to be the first technology to become economically viable," the report points out.

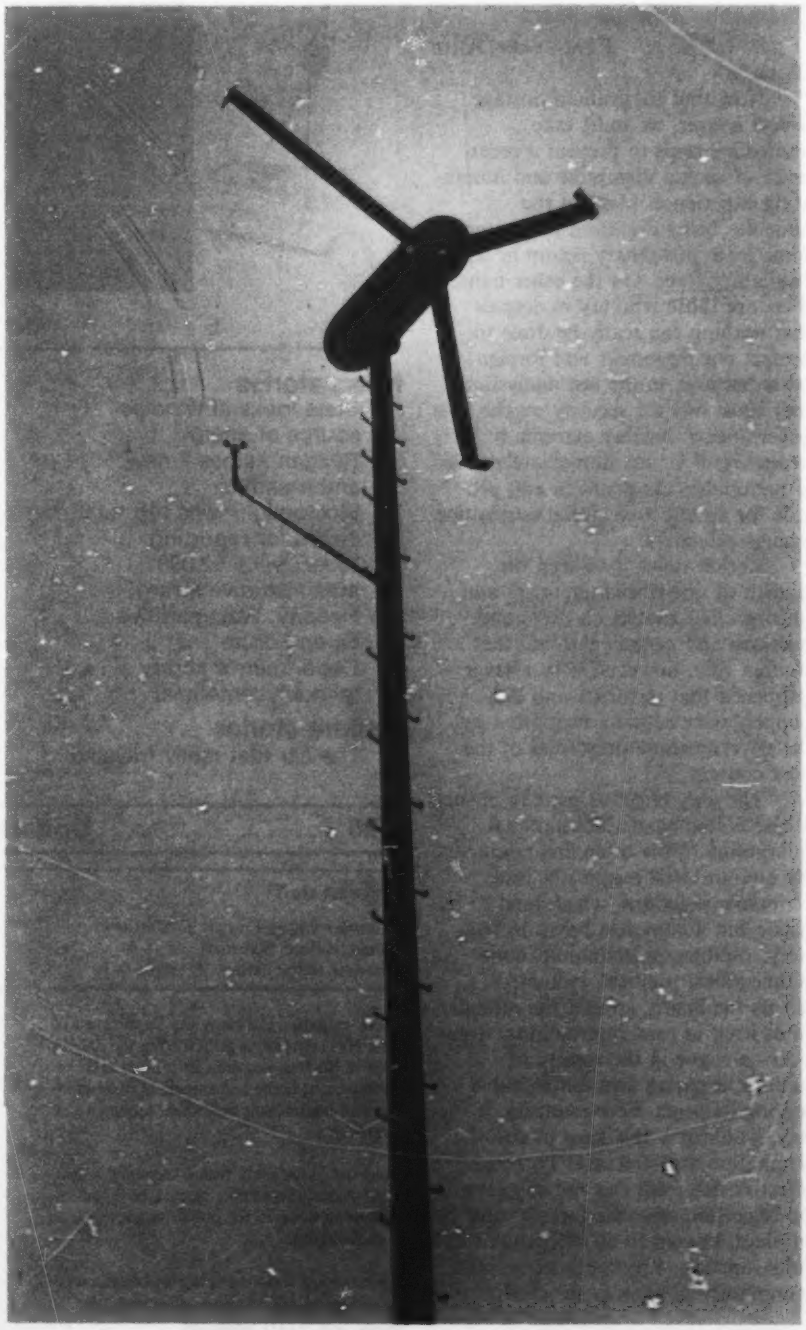
The six sites are in Nouakchott, Mauritania; Bridgetown, Barbados; Hong Kong; Manila, Philippines; Wellington, New Zealand; and Tunis, Tunisia. The wind-monitoring equipment has been installed at Hong Kong, Tunis and Nouakchott. Utilizing worldwide wind maps, Battelle has rated as "very promising" sites in the following cities:

—*Africa:* Cape Town, South Africa; Mogadishu, Somalia; and Praia, Republic of Cape Verde.

—*East Asia:* Perth, Australia; and Naha, Okinawa Island (Japan).

—*Europe:* Hamilton, Bermuda (United Kingdom); Göteborg, Sweden; Bremen, West Germany; Oporto, Portugal; Ponta Delgada, Azores Islands (Portugal); Reykjavik, Iceland; and Las Palmas, Canary Islands (Spain).

—*Latin America:* Curacao, Netherlands Antilles; and Barranquilla,



This is a wind plant designed to produce 1,800 watts in a 24-mile-per-hour wind. The propeller is 13 feet in diameter.

Colombia.

—*Near East:* Tangier, Morocco.

Rated "promising" are:

—*Africa:* Durban, South Africa; and Port Louis, Mauritius.

—*Caribbean:* Fort-de-France, Martinique (France).

—*Europe:* Copenhagen, Denmark; Hamburg, West Germany; The Hague, Netherlands; Marseille, France; Nicosia, Cyprus; and Valletta, Malta.

—*Latin America:* Guayaquil, Ecuador; and Montivideo, Uruguay.

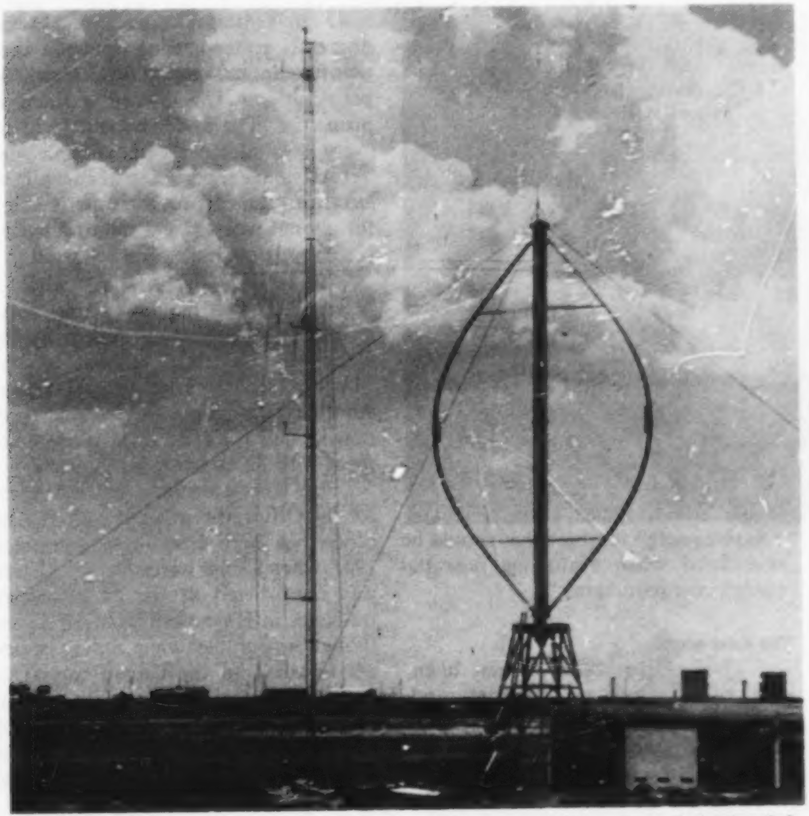
—*North America:* Halifax, Canada; and Winnipeg, Canada.

—*Near East:* Beirut, Lebanon; and Tel Aviv, Israel.

Acting on Battelle's recommendations, the Office of Foreign Buildings intends to monitor wind potential at some of the six sites. It is awaiting for this purpose "high reliability" wind energy conversion equipment, to be furnished through the U.S. Department of Energy. This equipment, now under development, is expected to be available in about two years.

Of the sites where there are to be studies, Nouakchott's has the most potential because of the winds and the location of the embassy compound relative to the city, the report says. Another factor there is the high cost of electricity—about 25 cents per kilowatt hour. "Since energy rates in northwest Africa tend to be quite high," the report notes, "it is clear that Nouakchott merits further study as a wind energy conversion site."

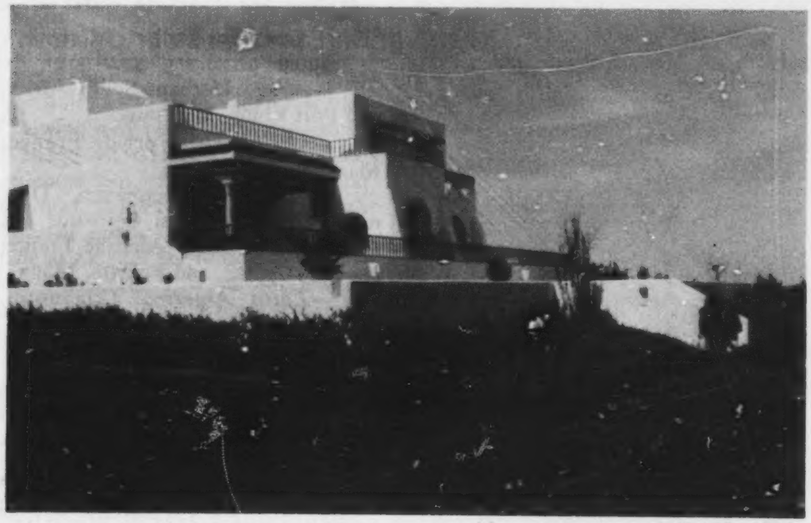
The embassy residence in Tunis "appears to be more exposed to winds



This is a 40-kilowatt, vertical-axis wind turbine. It's at the Department of Agriculture's research center in Bushland, Tex. The turbine is used for pumping, but electricity production is possible. Tower at left collects metereological data for assessing turbine's performance. *(Photo by Battelle Pacific Northwest Laboratories)*

A three-bladed, horizontal-axis, propeller-type downwind energy machine. It has an output of 20 kilowatts and can survive wind speeds up to 130 miles an hour. *(Photo by Battelle Pacific Northwest Laboratories)*

Aerial view of U.S. embassy compound in Nouakchott. White horizontal line in rear is a fence. *(Office of Foreign Buildings photo)*



Ambassador's residence in Tunisia. *(Office of Foreign Buildings photo)*

from all directions, but especially to the summer winds that come off the Mediterranean Sea," the report says. The residence was seen as having a suitable siting—on high bluffs overlooking the Mediterranean, with no major obstructions nearby.

On-site wind-monitoring equipment will also determine the wind energy potential of the other sites.

In listing the 30 cities which have sites that are "very promising" or "promising," the report cautions: "Only further analysis using local data will determine how significant the wind resource is at each foreign building in each city." The study also indicates that most embassy office buildings and residences presently are in urban locations, which severely limits the use of wind energy. This limitation was described as twofold. First, wind potential is cut down by buildings, trees and other obstructions. Second, there are limiting factors such as zoning requirements and aesthetic and safety considerations.

Commenting on the Battelle report, J. S. Morrison, chief of engineering at the Office of Foreign Buildings, told STATE: "We believe that wind energy, like solar energy, is not for every post—or even most posts. It is, however, a usable energy resource that should be considered when evaluating potential energy cost reductions."

The solar scene

The office—which has been involved in acquiring real estate and designing, building and maintaining buildings around the world since 1926—is also carrying out intensive studies of other types of renewable energy, such as solar installations and photovoltaics (which have to do with the generation of an electromotive force, in response to visible or other radiation). This office numbers more than 240 residential units with solar water-heating facilities that are under design, under construction or in operation throughout the world.

On the solar front, all new construction of embassies, office buildings and official residences is being evaluated for potential before the final design is selected. The Office of Foreign Buildings is also redesigning and remodeling existing buildings, although budget cuts have severely curtailed this program.

The embassy in Dakar, Senegal, will be equipped with photovoltaics under a Department of Energy program. State expects to receive $500,000 from Energy late this month, after which the project would begin.

The embassy in Tel Aviv, which has 24 Israeli-manufactured solar domestic water-heating systems, has reported annual savings of $300 to $400 per unit on U.S.-owned residential properties. The systems are said to be "very cost-effective." Both Tunis and Tel Aviv have reported switching off the electrical elements on the water heaters for about seven to eight months a year. No complaints have been reported.

State recently installed what it believes is the highest active solar domestic water-heating system in the world—in La Paz, Bolivia, at the Marine security guard residence. Another such system is under construction in Cairo, Egypt, on a staff apartment with 32 housing units.

But solar water systems are not new for the Office of Foreign Buildings. The office has been installing them since 1941, when a solar water-heating system was constructed at the ambassador's residence in Havana. It was still intact, though inoperable, when State personnel returned to the Cuban capital in June 1977, after a 16-year absence, to survey American properties. The system is reported to have failed because of old age, the "very high hardness" of the water and lack of maintenance.

Last year, the office prepared a "Solar Handbook" which it sent to all Foreign Service posts. It provides details and drawings, as well as pointers on installation. It also lists the names of manufacturers and cites their literature on solar systems.

Little damage has been reported to solar heating parts, principally because they are shipped to posts in special export crates of solid plywood, but delivery overseas is slow. There are frequent shortages of parts. Consequently, the Office of Foreign Buildings plans to purchase only completely packaged systems for remodeling residences abroad.

The embassies' local staffs make most of the "add on" installations. But after the installations are checked by solar engineers, and after the "bugs" have been corrected, operating results have been "excellent," the office says.

—BARNETT B. LESTER ■

Life in the Foreign Service

The little car that could. . .

It finally chugged all the way to Wichita

BY JAMES BUTLER

The author has been in Lisbon since October 31 as a support communications officer.

Mr. Butler

THIS is not a bitter tale of woe or even an unusual tale, provided you have been in the Foreign Service awhile. But it is a true story. It begins with a letter I received the other day from my mother in Wichita, Kan.:

"DEAR SON: Your car finally arrived today by truck. We pushed it into the driveway, and Dad has put a plastic sheet over the rust holes in the top. . ."

Rust holes? There weren't any the last time I saw the car, but that, of course, was a long, long time ago. It was a warm afternoon in October 1978, in Istanbul, when I turned the 1972 Chevy Nova over to the GSO [general services officer] a couple of days before leaving post. With a little over 20,000 miles on the clock, the Chevy was in pretty good condition.

I suppose I should have sold it at post and bought a new one. Usually I would have, but I had heard Bogota, where I was heading for my next assignment, is hard on new cars and a Chevy would be easy for parts, good on gas mileage, etc. So I left for Washington fully expecting to see my car in Bogota when I arrived. That's the way it works, isn't it? Enough home leave to allow time for effects to reach post, right? Of course I should have known better. After all, Istanbul wasn't my first tour.

When I arrived in Washington for consultation, I was met with embarassed, tight-lipped smiles. The position I was assigned to in Bogota didn't exist. Fortunately, there were all *sorts* of alternatives: Havana, Havana or Havana. I picked Havana, and, after 20 weeks or so of language training at the Foreign Service Institute, I began to picture myself sipping mohitos in Havana in La Bodagita del Medio, of Hemingway fame. Meanwhile, the old Chevy was on the way to Colombia.

It did arrive in Colombia and, since I wasn't there, it was shipped again to the U.S. despatch agent in Miami. From Miami, it was to be flown to Havana along with office supplies, food and household effects. Everything is flown to Havana. This was no exception.

No, I wasn't actually at the airport when the Chevy was rolled off the plane months later. Nor would it have made any difference. The GSO, Francine Bowman, told me later that she argued for hours with the Cuban customs officials. Apparently a decree had been issued days before which forbade the importation of any car over four years old. Of course, Customs had neglected to inform the U.S. interests section, but that didn't matter. Customs wouldn't relent. The Chevy was rolled back onto the aircraft and deposited again in Miami.

The saga continues. During my tour in Havana, the car was kept in Miami and, gratefully, I was allowed limited use of one of the mission cars. When I was assigned to my next post, Lisbon, after a year and a half in Havana, the car somehow was overlooked in Miami and not shipped.

After several inquiries from GSO Lisbon, the Chevy was discovered, rusting peacefully, still in Miami. At this point, after two years without a car of my own, I was faced with a wait of several months more while the car was shipped to Lisbon and cleared through customs. And so, once again, I bent with the wind, shifted with the sand and bought another car in Lisbon. The Chevy I sent to my parents in Kansas on a cost-constructive basis.

Well, my parents waited. . .and waited. . .and waited. There was no sign of the car for months. Then, suddenly, a letter arrived from a firm called TNT Shippers in Dallas. They were inquiring as to the disposition of a Chevy Noba. Could they mean Nova? Indeed they did! They promised speedy delivery.

Days passed. Then more. Finally the Chevy was again located—in Oklahoma City. Another shipping company promised expeditious handling.

The car finally arrived, rust holes and all. I haven't seen it yet.

These days I'm driving a third-hand, righthand-drive Peugeot around Lisbon. I love it. When I do go to Kansas on home leave soon, I'll have to do something with the Chevy.

Say, anyone out there interested in a veteran 1972 Chevy Nova, low mileage, ventilation au natural? We guarantee delivery. ■

Appointments

White House names 7 for envoy posts

President Reagan, as of late April, announced his intention to nominate seven more ambassadors. All the nominations require Senate confirmation. Those named are:

- Australia and the Republic of Nauru—Robert Dean Nesen, auto dealer and businessman, to succeed Philip Henry Alston Jr. in both posts.
- Central African Republic—Arthur H. Woodruff, deputy director, Office of Foreign Service Career Development and Assignments, 1978-80, to succeed Goodwin Cooke.
- El Salvador—Deane R. Hinton, former assistant secretary for economic and business affairs, to replace Robert E. White.
- Malawi—John A. Burroughs Jr., deputy assistant secretary for equal employment opportunity, 1977-80, to replace Harold E. Horan.
- Mexico—John A. Gavin, motion picture and television actor and former president of the Screen Actors Guild, to succeed Julian Nava.
- Saudi Arabia—Robert Gerhard Neumann, vice chairman, Georgetown University's Center for Strategic and International Studies, to replace John C. West.
- United Kingdom—John J. Louis Jr., since 1968 chairman of Combined Communications Corps., a division of Gannett Co., Inc., of Rochester, N.Y., to succeed Kingman Brewster Jr.

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Woodruff

Mr. Hinton

Mr. Burroughs

Mr. Gavin

Mr. Neumann

Mr. Louis

[1] **Mr. Nesen** was appointed by then Governor Reagan as co-chairman of the California delegation to the Republican national convention in 1980. He was chairman of the delegation in 1976. He has also served as a member of the California State Board of Education, 1972, and as a member of the executive committee, National Review Board, Department of State, 1970-73.

Active in business affairs, Mr. Nesen was with the Air Research Corp., Los Angeles, 1941; owner-manager, Coast Aero Flying Service, Oxnard, Calif., 1946-47; founder-chairman of the board, R.D. Nesen Oldsmobile-Cadillac, Inc., Thousand Oaks, Calif., since 1948; and founder-chairman of the board, Nesen Leasing Corp., also in Thousand Oaks, since 1971. In 1977 Mr. Nesen won Time magazine's "Quality Dealer of the Year" Award.

He is a director and past president of the Motor Car Dealers Association of Southern California, and past chairman of the board of trustees, Motor Car Dealers Insurance Trust. He also is a founder-member of the board of directors of Commercial and Farmers National Bank, Oxnard, Calif. (now the Union Bank), and Director's Life Insurance Co., Pasadena. He has served as past president, Ventura County Navy League of the United States; past national director (three times) of the Navy League of the United States; director, Hidden Valley Water District; and a member of Thousand Oaks Chamber of Commerce.

Mr. Nesen was born in St. Louis, Mich., on January 22, 1918. He attended Tri-State Engineering College and Curtis-Wright Technical School, and became an aeronautical engineer in 1941. From 1942 to 1946, he served in the Navy and Naval Reserve, with the rank of lieutenant commander. He is married to the former Delia Hudson; they have three sons.

* * *

Mr. Woodruff joined the Foreign Service in 1955. He has served as consular officer in Casablanca, Morocco, 1955-57; consular officer, then political officer, in Lubumbashi, Zaire, 1957-60; international relations officer, then personnel placement specialist, in Washington, 1960-63; and political officer in London, 1963-68. He was then assigned to the U.S. mission to NATO, as political-military officer, in Brussels, where he served from 1968 to 1973. After a year's study at the Canadian Defense College, 1973-74, he became an international relations officer, then deputy director of the Office of Policy Planning, Public and Congressional Affairs. In 1977 Mr. Woodruff became a member of the Board of Examiners for the Foreign Service. The following year he was assigned to the Bureau of Personnel. He recently was assigned to the Office of the Director General of the Foreign Service.

He was born in Philadelphia on September 26, 1928. He received a bachelor's in 1950 and a master's in public administration in 1960—both from Harvard. From 1950 to 1952 he served with the Marine Corps. Mr. Woodruff is married to the former Jean Paul; they have four children.

* * *

Mr. Hinton, a Foreign Service officer since 1946, was the U.S. representative to the European Communities, with the rank of ambassador, in Brussels, 1976-79, before he became head of the economic bureau in the Department. He served as ambassador to the Republic of Zaire, 1974-75, and senior adviser to the under secretary for economic affairs, 1975.

During his long career with State, Mr. Hinton also held assignments as director, Office of Atlantic Political-Economic Affairs, 1963-67; director of the AID mission and counselor for economic affairs, Guatemala, 1967-69, and Santiago, 1969-71. He was assistant executive director of the Council on International Economic Policy, at the White House, 1971-73, and served as deputy executive director of the council, 1973-74. Earlier in his career he served in Damascus, Mombasa, Kenya, Paris and Brussels. He also held assignments in Washington—including chief of regional European research, Bureau of Intelligence and Research, 1955-58. He was chief of the Commodity Programming Division, Bureau of Economic Affairs, 1962-63.

Mr. Hinton was born in Missoula, Mont., on March 12, 1923. He received a bachelor's from the University of Chicago in 1943. He also took graduate studies in economics at the Fletcher School of Law and Diplomacy and at Harvard, 1951-52, and attended the National War College, 1961-62. He was a second lieutenant in the Army, 1943-45. Mr. Hinton is a widower. He has five children and five stepchildren.

* * *

Mr. Burroughs was special assistant for equal opportunity to the assistant secretary of navy, 1970-77, before he became head of that office in State. He had joined the Department as a passport examiner in 1960. Three years later he became assistant chief of the Passport Office's Special Services Branch. From 1964 to 1966 he was administrative assistant in the Bureau of Economic and Business Affairs. He transferred to the Department of Navy in 1966, and served as employee relations specialist there. He returned to State in 1977 as a deputy assistant secretary. He recently was assigned to the Office of the Director General of the Foreign Service.

Mr. Burroughs was born in Washington on July 31, 1936. He received a bachelor's from the University of Iowa in 1959. He also attended George Washington University, 1962, and Stanford, 1974. Mr. Burroughs taught social science in the Washington public schools, 1959-60. He won the Navy's Superior Civilian Service Award in 1977. He is a member of Kappa Alphi Psi fraternity. He also is the author of papers on equal employment opportunity planning and goals. He is married.

* * *

Mr. Gavin began his acting career in 1956. He appeared in "A Time to Live and a Time to Die," "Spartacus," "Midnight Lace," "Psycho" and other films. He has also been featured in television programs.

From 1961 to 1963 he was a member of a special task force in the State Department. He also was special adviser to the secretary general of the Organization of American States, 1961-74. Mr. Gavin is a trustee of Villanova Preparatory School, and a member of Stanford Alumni Association and the Sunset Club, Los Angeles. He has won the Golden Globe award, Omicron Delta Kappa award, and naval citations.

He was born in Los Angeles on April 8, 1931. He attended St. Johns Military Academy and Villanova Preparatory School. He received a bachelor's from Stanford in 1952. From 1952 to 1955 he served in the Navy. Mr. Gavin is married to the former Constance Towers; they have four children.

* * *

Mr. Neumann, former U.S. ambassador to Afghanistan and Morocco, was director of the Department's transition team for President-elect Reagan. An author and political scientist, he has taught at several universities. He began his teaching career as an instructor at State Teachers College, Oshkosh, Wisc., in 1941. He later was a lecturer in political science at the University of Wisconsin, 1946-47; and then held several positions with the University of California at Los Angeles, including assistant, associate, and professor, 1947-70 (he was on leave 1966-70); director of the university's Institute of International and Foreign Studies, 1958-65; and chairman of the Atlantic and West European Program, 1965-66.

After serving as U.S. envoy to Afghanistan, 1966-73, and Morocco, 1973-76, he joined the faculty at Georgetown, where he has served as director of its Institute for the Study of Diplomacy, 1976-77; senior associate for parliamentary/congressional relations, Center for Strategic and International Studies, since 1976; and the center's vice chairman, since 1980.

Mr. Neumann has also been a consultant to the Government and to private business. He was chairman of the international relations section, Town Hall, Los Angeles, 1956-62; member of the advisory board, International Peace Academy, since 1977; and adult sponsor, Boy Scouts of America, 1974-76. He is a member of the board of directors, Rivista de Diritto Europea (Review of European Law), Rome; a sponsor of the Atlantic Council of the United States, and a member of the council's Committee on Atlantic Studies and the Atlantic Institute.

Mr. Neumann has won many international honors, including the honorary medal of the University of Brussels, 1955; the Knight's Cross of the Legion of Honor, France, 1957; Officer's Cross, Order of Merit, Germany, 1964; Order of the Star, First Class, Afghanistan, 1973; Commander's Cross, Order of Merit, Germany, 1974; and the rank of Grand Officer, Order and Star of Ouissam

Alaoui, Morocco, 1976. He is the author of several books and articles in professional journals. His books include "European and Comparative Government" (retitled "European Government)," now in its fourth edition, and "The Government of Germany". He has also been an editorial writer for the Los Angeles Times, 1952-59, and for Year, Los Angeles, 1950-55.

He is a member of the American Political Science Association, American Foreign Service Association, International Political Science Association, International Club, Amideast, Asia Foundation, Afghan Relief Organization, Center for the Study of the Presidency, and the International Studies Association. He has been on television in the United States, Germany, France and Canada.

Mr. Neumann was born in Vienna on January 2, 1916. He received diplomas from the University of Rennes, France, 1936; the Consular Academy, Austria, 1937; and the Geneva School of International Studies, also in 1937. He received a master's from Amherst in 1940 and a doctorate from the University of Minnesota in 1946. From 1942 to 1946 he was a first lieutenant in the Army. Mr. Neumann is married to the former Marlen Eldredge; they have two sons.

* * *

Mr. Louis has wide experience in business affairs. Before becoming chairman of the communications firm, he was an account executive with the Chicago advertising firm of Needham, Louis & Brorby, Inc., 1951-58, and director of international marketing for S.C. Johnson & Son, Inc., Racine, Wisc., 1958-61. He served as chairman of the board of the KTAR Broadcasting Co., 1961-68. He is chairman of the executive committee and director of Butler International, Inc., Montvale, N.J.; chairman of the board, Mississippi Valley Airlines, LaCrosse, Wisc., and a director of many other companies, including Gannett; S.C. Johnson & Son, Inc.; ABS Industries, Inc., Ashtabula, O.; Atlanta/LaSalle Corp., Chicago; and First National Bank, Winnetka, Ill.

Active also in civic, charitable and educational affairs, Mr. Louis is a trustee and past president of Evanston Hospital, Evanston, Ill.; president and trustee of Deerfield Academy, Deerfield, Mass.; and chairman of the investment committee and trustee, Northwestern University. He is a trustee of North Shore Country Day School, Winnetka, Ill.; Foxcroft School, Middleburg, Va.; Williams College, Williams, Mass.; and the American Graduate School of International Management, Phoenix.

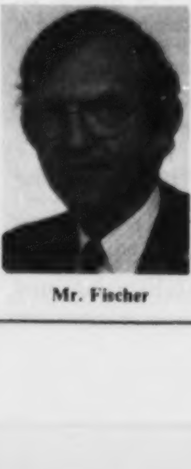
In 1972 Mr. Louis was the personal representative of then President Nixon at the ceremonies commemorating the 12th anniversary of the independence of the Gabon Republic.

Over the years he has visited more than 50 countries.

He was born in Evanston on June 10, 1925. He received a bachelor's from Williams in 1947 and a master's in business administration from Dartmouth in 1949. He served in the Army Air Force as a second lieutenant and aircraft pilot, 1943-45. Mr. Louis is married to the former Josephine Peters; they have three children.

Dean Fischer is State spokesman

Dean Fischer, until recently the Washington news editor for Time magazine, is the new spokesman for the Department. He succeeds William J. Dyess, who had been acting in that capacity since January.



Mr. Fischer

Mr. Fischer began his career in 1960 as a reporter with the Des Moines Register. Four years later he became a Washington correspondent for Time. He served as the magazine's bureau chief in Nairobi, 1965-66; as a correspondent in Chicago, 1967-79; and again in Washington, where he covered the Supreme Court and the Justice Department, 1970-72. He then was the magazine's White House correspondent, 1973 to 1976. In 1977 Mr. Fischer was assigned to London. The following year he became Time bureau chief in Jerusalem. He returned to the United States in 1980 to become the Washington news editor.

Mr. Fischer was born in Kewanee, Ill., on October 27, 1936. He received a bachelor's from Monmouth College in 1958, and a master's from the University of Chicago in 1960. He also attended the University of Calcutta in 1959. He is married to the former Marina Farwaji. He has two daughters, a stepson and a stepdaughter. □

Overseas investment chief

Craig A. Nalen, a Florida and Minnesota business executive, is the White House choice to be the new president of the Overseas Private Investment Corp. He would succeed J. Bruce Llewellyn. ■

Former ambassador named to African wildlife post

The trustees of the African Wildlife Leadership Foundation have selected Robert P. Smith, 52, until recently U.S. ambassador to Liberia, to succeed Robinson McIlvaine as president of the conservation organization. Like his predecessor, Mr. Smith has had 20 years' experience in Africa. His posts have included consul in Enugu, Nigeria; minister counselor in Pretoria, South Africa; ambassador to Malta, Ghana and Liberia. Former Ambassador McIlvaine, 68, will remain a trustee and a member of the executive committee.

Founded in 1961, the foundation is a U.S. charitable foundation based in Washington that maintains a field office in Nairobi, Kenya, and manages projects all over black Africa. □

Honors and Awards

Paul McGonagle wins reporting award; 2 others are cited

Mr. McGonagle

Mr. Kornblum

Mr. Morris

Paul M. McGonagle, economic officer at Embassy Ottawa, is the 1980 winner of the annual Director General's Award for Reporting. The award includes a certificate, a desk pen set and $2,000. In addition, the recipient's name is engraved on a permanent plaque in the Department's Foreign Service Lounge.

The selection committee picked two runners-up—John Kornblum, chief of the political section, U.S. mission, Berlin; and Charles H. Morris Jr., political officer in Indonesia. Eighteen other officers at posts around the world were nominated for the award.

Mr. McGonagle was cited for the "clarity, comprehensiveness and policy relevance" of his reporting on Canadian economic affairs, and for the "sophistication of his analysis." Mr. Kornblum was lauded for the range of his reporting, "the quality and perspective" of his analysis of "political issues and developments of major concern to the United States," and his policy recommendations based on his analysis. Mr. Morris was praised for a series of reports on East Timor, which the committee said were "extraordinarily comprehensive, well balanced, and timely."

Mr. McGonagle joined the Foreign Service in 1969. He held assignments as an economic-commercial officer in Washington, and as an international economist with the U.S. mission to the Organization for Economic Cooperation and Development, in Paris, before going to Ottawa in 1977.

Mr. Kornblum joined the Foreign Service in 1964. He has served in Hamburg, Bonn and Washington. He was a member of the Department's Policy Planning Staff and has also served as a political-military affairs officer.

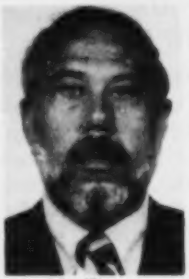
Mr. Morris became a Foreign Service officer in 1974. He has served as a foreign affairs political analyst in Washington and as economic-commercial officer in Surabaya, Indonesia. He was assigned to Embassy Jakarta in 1978.

The selection committee was comprised of Ronald I. Spiers, director, Bureau of Intelligence and Research; Frazier Meade, director, Philippine affairs, Bureau of East Asian and Pacific Affairs; and Adrian Basora, director, Office of Development Finance, Bureau of Economic and Business Affairs.

Deadline for nominations for the 1981 award is October 15. □

There's never a gamble with U.S savings bonds. Just a good deal for you and your country.

Bernard Woerz wins administrative award



Mr. Woerz

Bernard J. Woerz, former administrative officer at the U.S. embassy in Afghanistan, is the winner of the Department's first Award for Administrative Achievement, to be given annually to a Foreign Service employee overseas for "outstanding contributions to administrative operations." The citation includes a certificate and $2,000.

There were six nominees for the award. The others were Francine Bowman, Havana; Robert K. Carr, Brussels; Richard C. Faulk, The Hague; Warren Littrel, Kinshasa; and Vincent A. Ragone, Jidda. After picking Mr. Woerz as the winner, a panel recommended that the officials who had proposed the others for the award should now nominate them for Superior or Meritorious Honor Awards, and/or cash awards for outstanding performance.

On the selection committee were Thomas M. Tracy, assistant secretary for administration; Ronald D. Palmer, deputy assistant secretary for personnel; Sheldon K. Krys, executive director, Bureau of Near Eastern and South Asian Affairs; and Howard McGowan, deputy chief of mission in Cape Verde. They cited Mr. Woerz for "sustained extraordinary performance and superb crisis management" in Kabul, Afghanistan, where he had served as administrative officer from July 1978 until his transfer to Amman, Jordan, in May 1980. They noted that "extraordinary events" during that period included the kidnapping and assassination of Ambassador Adolph Dubs, the evacuation and drastic reduction of the U.S. staff at the post, and the Soviet invasion of Afghanistan.

Mr. Woerz joined the Foreign Service in 1960. He has served in Accra, Oslo, Warsaw, Curacao, Tokyo and Washington, in addition to his assignments in Kabul and Amman.

Deadline for nominations for the 1981 award is September 15. □

Ex-hostages share billing with others as honors are given

Fifty-four former U.S. hostages in Iran received the Department's Award for Valor from Secretary Haig during a ceremony in the Dean Acheson Auditorium on April 13. Accepting citations on behalf of the group, many of whom were seated on the stage as a Marine band played, was L. Bruce Laingen, who had been the chargé in Tehran. Other persons and organizations who helped to bring the hostages home also were accorded recognition. And recalled, too, were the eight Americans who gave their lives in the aborted rescue attempt.

"It is now clear to the American people," Secretary Haig said, "as never before, that the professionals of the Foreign Service are the first line of defense of American interests abroad." He added: "One of the finest qualities of the American system is our ability to distinguish between the substance of policy and the quality of its execution. Policy may be a matter of great controversy. It is no secret that on Iran the Reagan administration would have handled the matter in a somewhat different fashion. But there can be no controversy whatsoever over the behavior of those who carried it out; it was truly professional in the true sense of the word. Hundreds of people in the Department worked unstintingly to help secure the return of their colleagues from Iran."

The Secretary also read a message from President Reagan which said in part: "We must be resolved that this cruel episode in our history shall not be forgotten, that we will ensure our professional diplomats, and military personnel as well, every means of pro-

—(Continued on next page)

And it comes with wine. . .

Jack Jenkins **congratulates Kudos recipient** ***Shirley Davis.*** **Other honored guests are, left to right,** ***Ron Talak, Jan Burke, Tom Buchanan, Bruce Brown, Dick Massey, Yvette Waters.*** **Pat Kennedy could not be present.** ***(Photo by David Humphrey, Visual Services)***

Some who received the award called it an eagle.

Others, kiddingly, called it a turkey.

But whatever it is, it's the only privately-funded award at the Department of State. It's the Kudos (sort of an Oscar)—conceived, paid for and presented by the seven members of the Executive Office staff of the Bureau of Economic and Business Affairs.

They gave the birds on April 14 to eight of their colleagues in other bureaus in the Department, after taking the eight to lunch in the Martin Van Buren Room on the eighth floor. They did not eat the eagles (or the turkeys). They ate knockwurst and fried chicken, with cherry and apple pie, washed down with red and white wine.

The eight were feted, as their benefactors explained to them, because day by day they had been helping the bureau executive staff to solve management problems without themselves becoming part of the problem. "It's our way of saying thanks," said bureau executive director Jack Jenkins, "for cooperation that has made our jobs easier."

The Kudos winners were Bruce Brown, budget analyst, Office of the Comptroller; Tom Buchanan, Office of Foreign Service Career Development and Assignments; Jan Burke and Shirley Davis, Office of Civil Service Career Development and Assignments; Pat Kennedy, Office of the Under Secretary for Management; Dick Massey, Bureau of Personnel, Office of Position and Pay Management; Ron Talak, Bureau of Administration, General Services Division; and Yvette Waters, recruitment officer, Bureau of Personnel.

"We're going to do this at least once a year," said Judy McNerney, administrative officer in the bureau executive office. The staff there, besides Mr. Jenkins and Ms. McNerney, includes deputy executive director Bill Pogue, administrative officers Joyce Thomas and Carol Conyngham, acting general services officer Dean Galutia and budget officer Yvonne Wade.

tection that America can offer."

Of the other citations distributed at the ceremony, the highest were Distinguished Honor Awards for Roberts Owen, former legal adviser of the Department, and three members of the Bureau of Near Eastern and South Asian Affairs. They were deputy assistant secretary Peter D. Constable, executive director Sheldon J. Krys and Iranian affairs director Henry Precht. The others honored included:

Iran Working Group

Carl J. Clement
George P. Havens
Mark Johnson
Ralph E. Lindstrom
Wayne E. Miele
Henry Precht
Antoinette Robinson
Larry W. Semakis
Andrew D. Sens
Shirley M. Walter
Pearlie A. White
Donna Wright

Iran Working Group volunteers

Pamela Akins
Jonathan F. Anderson
Michael R. Arietti
James L. Barbour
John Bauman
Lawrence N. Benedict
Dr. Merton L. Bland
Brent Blaschke
Douglas G. Bonner
Ralph Edwin Bresler
Sandra M. Buerle
Peter A. Burleigh
Michael Butler
Linda L. Carter
Mary Ann Casey
Bernadine Chenevert
Robert Clarke
Jim Cole
Sharon K. Cziok
Craig Davidson
Jessica G. Deitchman
Diane D. De Vivo
Philo Dibble
C. Edward Dillery
Peter Dodd
Joan C. Donahue
Bruce Donnelly
Eileen Donnelly
Carole T. Elmore
Stanley E. Escudero
Maryanne Flynn
Valerie Frank
Bette D. Fricke
Laura Faux Gable
James M. Gagnon
Alex Galovich
Arthur M. Giese
Mark Glover
Amy E. Hackworth
Ceresa Haney
Ruth G. Hansen
Maryann L. Heimgartner
Donald V. Hester
Cheryl L. Hooper
Angelia Horkey
Michael M. Hornblow
William J. Hudson
Lorraine M. Hynes
Irene Irone
Frances Kendrick
Mary V. Kennedy
Angela Kirby
William A. Kirby Jr.
George B. Lambrakis
Richard LeBaron
Edwin Lee
Scott Loney
Karen R. Longteig
Ronald D. Lorton
Sally A. Lufkin
Lois E. Mahler
H.R. Malpass
Dolores Mann
Johanna Mantiu
Johanna W. Martin
Charles A. Mast
Vincent Mayer Jr.
Jack McCreary
Brian McIntosh
Julianne S. McLeod
Anne T. Mikulka
Helen G. Miller
Jane Miller
Dolores J. Montoya
Victoria A. Nathan
Daniel O. Newberry
Richard Norland
Steve Olsen
Helene S. O'Shaughnessy
David R. Patterson
Steven Patterson
Samuel R. Peale
Dorothy Pech
Geraldine P. Poole
Jerrilynn Pudschun
Mary Ann Rackey
Eleanore M. Raven
Diane Rice
Jerris K. Riordan
David S. Robins
Elee Roeder
Larry W. Roeder Jr.
Mark Safford
David Satterfield
Barbara L. Schell
Peggy Seepe
Caryn L. Sinsel
David H. Small
Sandra Smith
Mark Spangler
John Taylor
Michele Theren
Laurie J. Tracy
Eric D. Tunis
Thomas R. Turley Sr.
Susie J. Tucker
Eugene Tuttle
Richard de Villafranca
Diedre Vivian
John L. Washburn
Roy Whitaker
Eileen C. White
David M. Winn
Janice Yeadon
John J. Ziolkowski

Iran Working Group; Family Support Group

Betsey Barnes
Thea deRouville
Louisa Kennedy
Sylvia Josif
Doris Metcalf
Rita Ode
Marian Precht
Pearl Richardson
Sharon Sens
Margaret Sullivan
Virginia Taylor

Significant contributors

Capt. William Anastos
William D. Armor
James Atwood
Robert D. Austin Jr.
Col. Badour
Maj. Michael Bain
Charles R. Baquet
Capt. Constance A. Barber
LTC Darvin Barnes
Harry G. Barnes Jr.
Lois Barnum
James F. Bermingham
David A. Betts
Sharon C. Bisdee
Charles E. Blanchard
Dr. Robert Blum
Sgt. S. Boaz III
Lt. Gen. M.L. Boswell
Gahl H. Bothe
L. Paul Bremer III
Jane L. Brenenstuhl
Capt. Al Brooker
LTC Joseph Brooks
Jeannie Bull
Dr. James Bullard
H. Tony A. Burgess
William J. Burke Jr.
Maj. Antoinette Carner
Thomas J. Carolan
Hodding Carter III
Christian Chapman
LTC William B. Clark
Maj. Bob Clements
Marguerite R. Coffey
Dr. Robert Cohen
Rivca Cohn
Dep. Chief John Conner
Michael E. Coughlin
Col. Mary Crown

Secretary Haig* at the award ceremony. Under Secretary *Walter Stoessel* is on his left. The former hostages are behind them. *(Photo by David Humphrey, Visual Services)

John A. Cruce
Maj. Herminio Cuervo
Robert Theodore Curran
Terrance M. Day
Robert G. Deason
Catherine DeLeo
James M. Denney
Patti Dewan
Clark M. Dittmer
Dorothy Dunham
Brig. Gen. Archer L. Durham
E. Delores Dyer
James A. Edgins
Dr. Paul Eggersten
Helen B. Eidsness
Mary D. Ellis
Chaplain George Evans
Maj. Bruce Fageley
Mark B. Feldman
Deena Flowers
Ralph Frank
Dorothy French
Peter Galuppo
Samuel R. Gammon III
Blynn Garland
Maj. Bruce Gerrity
Col. Grant S. Green
Myles L. Greene
Phillip J. Griffin
Maj. Thomas Groppel
Marc Grossman
Dep. Chief Hugh Groves
Stephen R. Grummon
Col. A. Guidotti
Thayall Hall
Gilbert Harcum
LTC James Hardgrove
Elizabeth J. Harper
George Harris
John P. Harrod
Dr. Robert I. Hauben
Dr. Herbert C. Haynes
Ambassador Ulric St. Clair Haynes Jr.
Dennis K. Hays
LTC Kenneth Hess
James E. Hicks
Chief MSgt Joseph B. Hicks
Jacquelyn Hill
Patricia Hoffer
Robert Houghton
Capt. Noel S. Howard
Col. Thomas Hoyer
Edmund J. Hull
LTC C. Hye-Kundsen Jr.
William Imbrie
Sgt. Jackson
Dr. Rodney C. Johnson
Isabel J. Johnstone
LTC Marie G. Kamerbeek
Col. Don D. Karges
Dr. Samuel Karson
Delores Kempel
Edwin P. Kennedy
Patrick F. Kennedy
Dep. Chief, Robert Klotz

Dr. Jerome M. Korcak
William A. K. Lake
LTC Melvin Mallory
David P. Manley
Alphonso A. Marquis
Capt. James P. Matthews
Capt. Joseph Mazur
Karen A. McGrath
Thomas J. McMahon
Paul Miller
James M. Mitchell
Maj. Robert B. Mitchell
LTC Roger Natkin
Francis J. Nelson
LTC Kenneth Neumann
Michael B. Newell
Jeremy Nice
Mary T. O'Brien
David D. Passage
Susan R. Pittman
Col. Frederick W. Plugge IV
Millie Pope
Daniel L. Quaid
Anthony C. E. Quainton
Capt. Richard Rahe
Timothy E. Ramish
Walter G. Ramsay
Arnie Raphel
Robin L. Raphel
Ben H. Read
Joe Reap
Barbara J. Reid
Dr. Elmore Rigamer
Dr. Esther P. Roberts
Gerald S. Rose
Christopher Ross
LTC Charles F. Ryan
James W. Sandlin Jr.
Maj. Jack Sands
Mark Sawoski
M. Virginia Schafer
Capt. H. James T. Sears
Dr. Julius Segal
Raymond G. H. Seitz
Col. Elton R. Shauf
Frederick H. Sheppard
George F. Sherman
Capt. Gary Sick
William Sittman
Clark Slade
MSgt. Robert Slater
William G. Smallwood
LaVerne Solomon
Dep. Chief, Denny Sorah
LTC David M. Southworth
LTC James Spadoni
Charles E. Sparks
Stefanie C. Stauffer
Anita Stockman
Cdr. H. Sullivan
Eugene L. Swankowski
Col. Roscoe A. Swann Jr.
LTC James K. Sweeney
Peter Tarnoff
Donna Taylor
Col. Eugene T. Taylor
Dan J. Thal
Col. Richard Tipladdy
John J. Touhey
Alec G. Toumayan
John H. Trattner
Lt. Gary Treon
Michael J. Tretola
Elayne J. Urban
Joseph C. Vaccarino
Maryellen E. Vandivier
Stephanie R. Van Reigersberg
Kathy Ward
Capt. Christopher Webber
Anne Weiss
Col. S. Wellins
John C. Whitridge III
Maj. Roger Williams
Edwin J. Wood

Group awards

American Embassy, Algiers
American Embassy, Bern
American Embassy, Bonn
American Embassy, Paris
U.S. Mission, Geneva
American Consulate General, Frankfurt
Operations Center
Military Representatives, Operations Center
U.S. Air Force Hospital, Wiesbaden, Germany
Publishing Services Division
Language Services Division
Visual Services Division
55th AAS Squadron, Rhein Main Air Base, Germany
U.S. Military Academy, West Point, N.Y.
Family Liaison Action Group
93rd Aerial Port Squadron
76th Airlift Division
1776th Air Police Squadron
Arlington County Police Department, Arlington, Va.
Chicago Passport Office
Chicago Field Office
Command Center
Hudson Transit Line, Inc.
Houston Passport Office
Hilton Hotel, San Francisco Airport
Hyatt Hotel, Houston, Tex.
Marriott Hotel, Crystal City, Arlington, Va.
Marriott Hotel Key Bridge, Arlington, Va.
Office of Finance
Old Town Holiday Inn, Alexandria, Va.
Metropolitan Police Department, Washington
89th Military Air Wing
Protective Liaison Staff
San Francisco Passport Office
San Francisco Field Office
United States Navy Band
U.S. Park Police
U.S. Secret Service, Uniformed Division
Washington Metropolitan Area Transit Co.

The former hostages who received the Award for Valor were:

Thomas L. Ahern Jr.
Robert G. Anders
Clair Barnes
William E. Belk
Robert Blucker
Donald J. Cooke
William J. Daugherty
William A. Gallegos
Bruce W. German
Alan B. Golacinski
John E. Graves
Kathy Gross
Kevin J. Hermening
Michael H. Howland
Lillian Johnson
Charles Jones Jr.
Malcolm Kalp
Moorhead Kennedy
Steven W. Kirtley
Kathryn L. Koob
Frederick Lee Kupke
L. Bruce Laingen
Steven M. Lauterbach
Gary E. Lee
Paul E. Lewis
Cora Lijek
Mark J. Lijek
John W. Limbert
James M. Lopez
Laddel Maples
John D. McKeel
Michael J. Metrinko
Jerry J. Miele
Michael E. Moeller
Elisabeth Montagne
Bert C. Moore
Richard H. Morefield
Robert Ode
Gregory A. Persinger
William E. Quarles
Richard I. Queen
Lloyd A. Rollins
Barry M. Rosen
William B. Royer Jr.
R. V. Sickmann
Joseph D. Stafford
Kathleen F. Stafford
Elizabeth Ann Swift
Terri L. Tedford
David Walker
Victor L. Tomseth
Joan Walsh
Phillip Ward
Wesley Williams □

Hawaii lawmakers laud Bodde

William Bodde Jr., ambassador to Fiji, Tonga and Tuvalu, has been honored by the Hawaii state legislature for his "concern for and support of the peoples and nations of the Pacific. . . and his personal integrity and style which have earned him the highest respect among island leaders." □

SANTO DOMINGO, Dominican Republic—Ambassador *Robert L. Yost* presents awards to *Agustin Severino*, left, *Patria de Polanco* and *Luis F. Leger.*

DUBLIN, Ireland—*Noelle Finegan*, center, receives Meritorious Honor Award for her performance over a 40-year period. With the Foreign Service national employee are Ambassador *William V. Shannon*, right, and consular chief *Larry Colbert.*

ANKARA, Turkey—*Alageyik L. Apaydin* receives engraved tray from Ambassador *James W. Spain* on her retirement from the American embassy after 32 years of U.S. Government service. ■

News Highlights

Heaphy, Watzman win Open Forum election

Eileen M. Heaphy, country officer for Colombia, and Sanford Watzman, editor of STATE, are the winners in balloting for new leaders of the Secretary's Open Forum. Ms. Heaphy outpolled three other candidates to win election as 1981-82 chairman. She will succeed George Dragnich in the full-time position. Mr. Watzman was elected vice chairman over two other candidates, and will take over from Kenneth Longmyer in that extracurricular post.

Ballots were cast by Open Forum members at State and at other foreign affairs agencies in Washington and at U.S. missions overseas.

Ms. Heaphy entered the Foreign Service in 1973. Her assignment on the Colombia desk was preceded by service as consular officer, then political/labor officer, in San Jose; political officer in Mexico City; and staff assistant in the Bureau of Human Rights and Humanitarian Affairs. She was a member of the Open Forum steering committee in 1979 and headed the Open Forum Working Group on Illegal Aliens, 1979-80. She has contributed articles to the Open Forum journal.

Mr. Watzman, a member of the Civil Service, came to State in 1976 from a staff position on Capitol Hill. Earlier, he was a newspaperman. He was a member last year of the Open Forum Arab-Israeli Working Group.

Chairman Dragnich, in the meantime, announced that the Forum is cosponsoring a conference on "The Export Trading Company Act of 1981: Its Impact on International Business" with the Federal Bar and Hispanic Bar Associations. The conference is slated for May 14 in the Department's Loy Henderson Conference Room. Speakers will include Don Bonker (D.-Wash.), primary sponsor of the bill in the House of Representatives; Donald deKieffer, general counsel, Office of the U.S. Trade Representative; and Peter Howell, vice president of Citibank.

Eileen M. Heaphy* and *Sanford Watzman.* *(Photo by David Humphrey, Visual Services)

The Forum is also cosponsoring, with the Bureau of Public Affairs, an historical lecture series as part of the Department's year-long commemoration of its bicentennial. David Trask, William Slany and David Patterson of the Historian's Office were scheduled to discuss Woodrow Wilson's coordination of force and diplomacy during World War I (May 1); State's public affairs function, in historical perspective (May 29); and, the Department's historical role in arms control (June 26).

The Forum's regular speakers program this month was to feature Andrew Pierre, Council on Foreign Relations, May 13, and M. Peter McPherson, AID administrator, May 26.

Other recent speakers were Gen. Maxwell Taylor, who discussed the

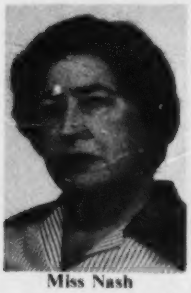
Gen. Taylor

Mr. Qoboza

coordination of foreign and military policies; Liv Ullmann, who addressed the plight of refugees and displaced persons in East Africa; Percy Qoboza, former editor of the Johannesburg Post, who described how black South Africans viewed the new administration; and Eugen Loebl, a former minister of Czechoslovakia, who analyzed Leonid Brezhnev's call for a summit meeting. □

State's '78 legal digest is off the press

The "Digest of United States Practice in International Law, 1978," published by the Office of the Legal Adviser of the Department, became available at the U.S. Government Printing Office in April. The editor is Marian Lloyd Nash, a former Foreign Service officer, who has been with the legal office since 1961.



Miss Nash

The size of the 1,802-page volume, sixth in the series of annual digests, was attributed to the coming to fruition of several U.S. foreign policy initiatives that had been in train for a number of years and, also, an increase during 1977-78 of litigation that challenged the conduct of foreign affairs.

Two matters brought to conclusion came before both Congress and the courts: ratification of the Panama Canal treaties, and establishment of diplomatic relations with the People's Republic of China, combined with notice of termination of the defense treaty with Taiwan. Other less politically controversial aspects of foreign policy were litigated as well—e.g., extradition, prisoner transfer, implementation of fisheries conventions, the making of aviation agreements, and U.S. actions to seize narcotics cargoes and to participate in other nations' efforts to eradicate narcotics production.

The 1978 volume discusses a number of domestic legislative provisions with major impact on U.S. practice in international and transnational law, and U.S. treaty activity, both multilateral and bilateral. More published source material has been reproduced than in former years. Nonjudicial and nonlegislative material includes a variety of official correspondence and statements. The volume also indicates the role of mediation in U.S. diplomacy. Publication of annual digests concentrating completely on U.S. practice in international law began with the volume for the year 1973.

Orders for the 1978 digest and/or earlier digests should be sent to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, and should be accompanied by check or money order, made payable to the superintendent of documents. Remittances from foreign countries may be made by international postal money order, by draft on an American or Canadian bank, or by UNESCO coupons. An additional 25% handling charge is required for orders to foreign countries.

Ordering data is as follows:

1978: $19.00 (Stock No. 044-000-01762-8) (1,802 pp.).
1977: $12.75 (Stock No. 044-000-01720-2) (1,158 pp.).
1976: $9.50 (Stock No. 044-000-01645-1) (850 pp.)
1975: $11.00 (Stock No. 044-000-01605-2) (947 pp.).
1974: $11.00 (Stock No. 044-000-01566-8 (2d printing) (796 pp.).
1973: $7.50 (Stock No. 044-000-01525-1) (618 pp.). □

Barnes is brown-bag luncheon speaker

Ambassador Harry G. Barnes Jr. was the speaker at the first of a series of informal brown-bag lunches at the Equal Employment Opportunity Office, to which all State employees are invited. Mr. Barnes spoke on "The Potential Impact of the 1980 Foreign Service Act on Minorities and Women." Some 35 persons attended the event, in April, at which Vivian E. Derryck, deputy assistant secretary for equal employment opportunity, set forth the goals of her office and indicated steps that would be taken in moving toward them in 1981. The second luncheon was to be held May 1, with advancement in the Civil Service slated as the topic for discussion. The Upward Mobility and Merit Promotion Programs were to be reviewed. □

International data flows panel to meet on May 14

The working group on international data flows of the Advisory Committee on International Investment, Technology and Development will meet on May 14, from 10 a.m. to noon, in the auditorium of the National Academy of Sciences, 2101 Constitution Avenue N.W., Washington, D.C. Entry can be made on C Street, diagonally across from the Department of State. The meeting will be open to the public.

The purpose of the meeting will be to discuss preparations for the workshop on the vulnerability of the computerized society, to be held in Siguenza, Spain, May 19-21. The chairman will, as time permits, entertain oral comments from members of the public. □

Peace Corps reunion

The second International Development Conference of Returned Peace Corps Volunteers will be held at Howard University, June 19-20, in celebration of the 20th anniversary of the Peace Corps. For information, call Carolyn Kinney at the Peace Corps Institute, (202) 342-3547. ■

Bicentennial Year

State's library is the seat of much early history

In the main reading room: a red-white-and-blue birthday cake

At opening of library's new Information Services Center, from left: Under Secretaries ***Richard T. Kennedy*** **and** ***Walter J. Stoessel Jr.***, **archivist** ***Robert Warner*** **and librarian** ***Conrad P. Eaton. (Photo by David M. Humphrey, Visual Services)***

THE DEPARTMENT's 750,000-volume library—the nation's oldest federal library—moved into the spotlight April 9 as part of the year-long observance of State's bicentennial. Highlights of the afternoon event included presentation of a wall plaque of the Great Seal of the United States, by Under Secretary Richard T. Kennedy to librarian Conrad P. Eaton; opening of the library's new Information Services Center, which provides instantaneous access to sources of information on issues related to foreign affairs; a display of some unique items in the library's extensive collections, including the "Nuremburg Chronicles," a history of the universe, dated 1492, and books from Thomas Jefferson's personal library; an exhibit of volumes of memoirs by secretaries of state and active and retired ambassadors; and a showing of new technologies in retrieving information—such as computer terminals, reading machines and microimage media. The program also featured a reception in the main reading rooms—and the cutting of a large red-white-and-blue bicentennial birthday cake. (A few employees, engaged in research in the library, paused briefly in their reading to observe the proceedings.)

Guests included scores of representatives from libraries, academia, professional associations, the White House, the Department and other agencies. Among them were Robert Warner, archivist of the United States; Elizabeth Stone, president-elect, American Library Association; Carol Nemeyer, associate librarian for national programs, Library of Congress; Frank McGowan, representing Daniel J. Boorstin, librarian of Congress, and other leaders. Speakers included Mr. Kennedy, Mr. Eaton and William H. Price, director, Foreign Affairs Information Management Center, Bureau of Administration, who reviewed the library's 200 years of service and directions for the future. "During the early years, papers of the Committee on Correspondence, which was formed in 1775, were maintained by the library," Mr. Price said. "Later, President Washington gave all the journals and records of the Constitutional Convention to the Department for safekeeping. Jefferson expanded the library's collections to include statutes of the various states and territories as well as laws of foreign countries. In these early years, the library also maintained subscriptions to American as well as foreign newspapers and gazettes. Using this resource as a supplement to reports from overseas missions, the library was a vital source of information on events around the world. And similar to our Commercial Library Program of today, the library supported overseas missions with American newspapers and journals."

State's library later became the "building block and forerunner" for both the Library of Congress and the National Archives, Mr. Price continued. Many of the papers and publications maintained by the Department, and the copyright and translating functions, were later transferred to the Library of Congress. During those years, the Department library was also the custodian for the Declaration of Independence, the Constitution of the United States and the Articles of Confederation. The documents were transferred to the Library of Congress in 1920, and from there to the National Archives.

The library's new Information Services Center uses the latest developments in automation and data base technology, along with advanced search techniques. It has access to over 200 diversified data bases from business and Government sources. Information can also be obtained from more than 500 universities and research libraries. In addition, members of the foreign affairs community can also peruse more than 1,100 periodicals, scores of newspapers, and 155,000 items on microfiche. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

WASHINGTON

I'd like to know if there is any way to find out if one is a carrier of the hepatitis virus. Also, just out of curiosity, are Foreign Service people a group with a high rate of hepatitis infections, based on overseas exposure?

A.

Those who have chronic hepatitis usually will have a particular antigen which can be determined in the laboratory by a blood test. This carrier state can exist even with normal liver function blood tests, and even a liver biopsy exam can be normal. There are several types of hepatitis caused by different viruses, spread through a variety of methods. Person-to-person contact through fecal-oral contamination is the most common mode of transmission. But the disease can be spread directly or indirectly in other ways, such as through dirty needles or transfusions, etc. Regardless of the type of hepatitis or the carrier status of the individual, prevention includes hand-washing with soap and water *after* using the bathroom and *before* preparing food. That is, even if someone is a carrier, generally, transmission of the disease will be halted if correct hand-washing techniques are carried out at *all* times. To answer the second part of your question, our Foreign Service personnel are at greater potential risk for hepatitis from exposure abroad. But the risk of infectious hepatitis Type A is greatly diminished from gamma globulin inoculations given prophylactically to persons traveling to or residing abroad. When hepatitis occurs, it is almost always in someone whose gamma globulin injections are not up to date; that is, at no more than six month intervals while at increased exposure to hepatitis.

Q.

WASHINGTON

Do all dentists make partial or full dentures? When and how is a decision made to go into dentures? Is it when all else fails trying to save the teeth?

A.

All dentists are trained to make dentures, but personal proficiency and preferences discourage some from making them in practice, and encourage others to seek additional training to allow specialization. Dentures are a treatment of last resort, and should not be used as long as any other restoration will suffice. Broken or decayed teeth should be restored with fillings or crowns. A single missing tooth should be restored with a fixed appliance. Multiple missing teeth are also best replaced with a fixed appliance as long as the teeth retaining the appliance are able to withstand the stress. Only when the remaining teeth will not withstand the stress, when one end of the appliance is free-standing, or when there are no remaining teeth, is the denture the replacement of choice.

Q.

SOUTHEAST ASIA

I took our toddler to the emergency room at the military hospital here at our post. But I didn't bring the identification our personnel officer issued, so I was billed. I paid over $20 for the treatment. Can I be reimbursed?

A.

Effective October 1, the Department entered into an agreement with the Department of Defense that allowed them to provide outpatient health care support to our employees and dependents assigned abroad. With proper identification procedures worked out at each military medical facility, on an individual basis, the Department of Defense in effect is now billing State directly for outpatient services performed abroad. Excluded from this agreement, of course, are charges related to obstetrical, dental and other types of care excluded by law. Since you've already paid the bill, you, of course, are entitled to reimbursement. Next step: Submit the documentation and receipts to our Office of Medical Services claims officer. You'll be reimbursed in full.

Q.

EAST AFRICA

My husband and I agree our family is complete. I'm now desirous of having the newest kind of sterilization procedure for women. I understand it is done under local anesthesia, and the incisions are tiny and need only be covered by a band-aid. Our regional medical officer here at post refused my request for medical evacuation to western Europe so I could get the surgery over with. Why?

A.

The Department's Health and Medical Care Program does not pay for this procedure (tubal ligation), nor for travel to a location where the surgical procedure can be performed. I suggest you have this carried out when you are on your next home leave. In all likelihood, the majority of the hospital and other expenses will be paid by your private health insurance carrier once the deductible is met.

Q.

WASHINGTON

There has been a new medical report that alluded to new risk factors for

breast cancer. Would you summarize what these factors are?

A.

I presume you're referring to a quite recent article in a most respected medical journal which discussed several aspects of breast cancer. First of all, the report stated that the risk of "family history" is increased if two or more relatives (mother or sisters) have had cancer of the breast, particularly if their cancers were diagnosed before menopause, or if either had cancer in both breasts. Secondly, the report stated that having a first child after age 30 increased the risk for breast cancer, but having a first child before age 20 was protective. The report concluded: "Women should be informed that if they plan to have children and other considerations do not interfere, they should have their first child by age 25." Obviously "other considerations" vary from woman to woman. Thirdly, the report alluded to a possible connection between dietary fat as a risk factor for breast cancer, and concluded that overeating and an excess consumption of fats be avoided. While not conclusive, the report obviously reinforces the need for monthly breast self-examinations by all women, and for routine examinations by a physician for women who have any "risk factors." ☐

Dr. Korcak's health hints

You can help lower Memorial Day death toll

The joys of holiday travel attract millions of Americans to our highways. Regrettably, more than 40,000 motor vehicle accidents occur every day, and five people are killed every *hour* across the nation. The toll for this year's Memorial Day weekend, May 23-25, is expected to be even higher.

So everybody must become more involved in lessening traffic accidents—including people who don't drive. What can one person do?

—Refuse to ride with drinking drivers.

—Avoid speeders and tailgaters.

—Cross a street only at the corner. Do not step out from behind a parked car. At night, wear light-colored or reflectorized clothing.

—Buckle up; safety belts can save your life.

—Do not litter the roadway; bottles and debris can distract other drivers or cause a tire blowout.

—Drive with extra caution when the pavement is wet, and allow greater stopping distance in front of you.

—Help your police department. Advise police immediately about damaged traffic signs, potholes and other road dangers.

—Use low-beam headlights in rain and fog; they help you to be seen and to see the jaywalking pedestrian.

—And remember: Safety is no accident! ☐

8 posts are represented at mental health sessions

The first regional mental health conference sponsored by the Department's Family Liaison Office was held in New Delhi, March 1-4, with eight posts represented—New Delhi, Islamabad, Dacca, Kathmandu, Tel Aviv, Cairo, Jidda and Ankara. Attending from Washington as program coordinators were Dr. Esther Roberts, deputy assistant secretary for mental health; Marilyn Holmes, director of the Family Liaison Office at State; and Susan McClintock, career counselor in that office.

The program included sessions on alcoholism (Dr. Chad Meyer); listening skills (Dr. Roberts); stress management (Drs. Elmore Rigamer and Robert Beck); adolescents (Dr. Rigamer); children in overseas schools (Dr. Beck and Joan Ritter); evacuations (Carolyn Reagan, an Islamabad evacuee); and employment and career counseling for dependents (Ms. Holmes and Ms. McClintock).

Participants included psychiatrists, psychologists, regional medical officers, nurses, family liaison officers, school counselors and administrators and community leaders. Mr. Holmes said the exchange of information is proving useful in planning new programs to alleviate difficulties confronting families abroad. Videotapes based on some of the topics covered at the conference will be produced by the Family Liaison Office at State and will be circulated to posts when they become available. ☐

***Dr. Rigamer* addresses conference participants.**

Telephone relays mental health tips in Tokyo

Free information and advice on mental health is only as far away as the telephone for Foreign Service employees in Tokyo. They may dial "Tokyo Tapes," a telephone service begun in 1979 for the English-speaking community. The service is funded by grants from the Office of Medical Services at State and the local Embassy Employees Welfare Association. It aims at "education rather than treatment," according to Madeline Grimsley, who was instrumental in establishing the program. She believes it is most beneficial to people who feel that they don't need formal counseling or treatment, but who are interested in finding a confidential source of information on a particular mental health problem.

Those who use the service select a tape from a printed list which is distributed in the embassy, in schools and in churches. A trained volunteer, who plays the tape for them, is available to answer questions or to make referrals for counseling, if desired. The information on "Tokyo Tapes" is provided by the University of Texas at Austin's Counseling-Psychological Services Center and Student Health Center. ☐

Alcohol Awareness Program

How the Department can help you if you suspect a problem

BY GEORGE SWEENEY

This is the second of two articles by Mr. Sweeney, who is administrator of the Department program.

Where to go

From its inception the Alcohol Awareness Program of the Department has been concerned with the provision of services for those whose careers are being threatened or adversely affected by alcoholism. Mirroring the Hughes Act, which acknowledged that alcoholism was as prevalent among federal employees as it was in private industry, the program recognizes alcoholism as a disease. It anticipates that, with effective treatment, the alcoholic can recover and resume a productive career. As with any other disease, seeking treatment for alcoholism does not act to the detriment of the employee in either job security or promotion opportunities.

Department employees concerned with their drinking patterns, or who have self-diagnosed their alcoholism, are urged to consult the Department's mental health services or health units, or to come directly to the Alcohol Awareness Program office. Whichever procedure is followed, these colleagues in these offices assist the employee to make a determination as to the presence of alcoholism and to formulate a treatment plan. The total confidentiality that prevails with other medical problems prevails with alcoholism. Foreign Service employees and their dependents serving overseas, as well as staff of other foreign affairs agencies and their dependents, can consult with their post medical office or with their regional medical officer with this same confidentiality.

Alcoholism is a problem which keeps telling the alcoholic that he or she has no problem. As a result, many persons whose time for help has come remain inert, and their denial persists. In these instances deteriorating job performance or the surfacing of alcohol-related physical problems frequently alert the family and others close to the alcoholic to the emergence of the problem—and intervention can occur despite a continuing denial.

Medical complications of alcoholism frequently will become evident when the State employee undergoes routine examinations in the health unit, or during end-of-tour physical examinations in the examining clinic for personnel returning from overseas or for those seeking clearances for assignment to new posts. If there is evidence of alcoholism, the employee is directed to the Alcohol Awareness Program for assessment, assistance and recommendations for action.

The supervisor's role

At the Department and within the other foreign affairs agencies, supervisors are responsible for monitoring job performance and initiating corrective action when performance deteriorates. Confronting the employee with the documented reality that things aren't as they should be on the job front, and that disciplinary action is an ultimate option for the supervisor to exercise, should he so decide, frequently provides the leverage necessary to get the alcoholic employee into treatment. The supervisor does not make a diagnosis of alcoholism; his province is purely admonishing the employee to seek help and to "get back on the track." The appropriate initial action for the supervisor is to refer the employee to the health unit at State or, in the case of Foreign Service employees overseas, to the post medical office or the regional medical officer so that the individual's problem can be pinpointed and, if it is indeed alcoholism, to permit a medical evacuation to Washington if appropriate.

Whatever the origin of the referral, the attempt is to get the individual into treatment as quickly as possible so that there can be the beginning of an ongoing recovery process. A 28-day residential program is the usual recommendation of the Alcohol Awareness Program. Such programs insure separation from alcohol for that period of time, and they remove the individual from the inevitable distractions of home and job problems. Treatment is directive, confrontative and supportive, with an emphasis on education—education about self and about the disease. That a new life style is in the offing is the promise, free of chemicals and characterized by hope and changed attitudes and new insights. All that is required of the alcoholic is self-honesty, an open mind and willingness. The treatment setting permits the start of dialogue between peers, and a consequent breakthrough in the isolation the disease has generated. The alcoholic begins to resocialize and perhaps, for the first time in his life, is in touch with self and with reality. The treatment centers recommended by the Alcohol Awareness Program all place heavy emphasis on Alcoholics Anonymous, an involvement with which becomes the cornerstone of ongoing recovery.

Frequently the alcoholic goes off to treatment with grave misgivings, fearful of what he's getting into and beset with all the anxieties normal to facing the unknown. Invariably, almost without exception, the individual returns and describes the experience as probably the most meaningful in his or her life. Those whose work is at State in Washington return to their jobs practically immediately. Those who were "medevaced" because of alcoholism, or who were en route to a new post when their alcoholism was diagnosed, are given the time necessary for their sobriety to stabilize before they move onward. Posts are assessed as to whether appropriate backup for the recovering alcoholic is available, particularly the existence of AA groups either within the post or in the community.

Does State have more alcoholics?

Is the incidence of alcoholism in the State Department greater than elsewhere? Ask a State Department person or a Foreign Service employee. S/he will say yes. Ask a broadcaster the same question about the communications field. He too will say yes. Also the lawyer, the nurse, the salesperson, the physician, the construction worker, et al—all will respond similarly about their area of interest. Each field tends to feel that its pressures and stresses are indigenous. (This is particularly true when the speaker is worrying about his own consumption. One's job becomes a marvelous explanation of one's drinking behavior.) The fact is that incidence in a given field is more or less a reflection of the 5%-7% incidence nationally, with no field enjoying immunity. In the case of State, incidence may indeed be higher because of what demographers in the field of alcoholism call "at risk" factors. These factors, statistically substantiated, affect the incidence of alcoholism in any given group to the degree of their prevalence within the group. Thus, supply and cost are factors: the rate of cirrhosis and alcoholism decreased in America with prohibition, as it did in France during the Occupation: the price was high—if you could find the product. Conversely, when plentiful supply and low cost give more people greater access to alcohol, the rate of alcoholism can be expected to rise. Alcoholism rates increase in the social setting which approves of drinking, or where cultural ambivalence is tolerant of relaxing established mores. Alcoholism is more prevalent among high achievers and in predominantly male groups, just as it is among the more highly educated and among those accustomed to exposure to urban environments. The incidence of these "at risk" factors in the Department and the Foreign Service is high, and undoubtedly the alcoholism rate is too.

What Senator Hughes says

In a recent interview for a national magazine, former Iowa Senator Harold Hughes, who was largely responsible for the landmark 1970 federal legislation recognizing alcoholism as a pressing national problem, made the following comment:

"I'm just grateful for the fact the country is finally aware that alcoholism is a treatable illness, that something can be done about it. I think one thing that should be pointed out in any article like this, to any member of any family who may be an alcoholic or have an alcoholic family member is to realize in their own mind and heart that sick people can get well if they seek the right kind of help or if there is some intervention that forces people to try and seek help if they won't do it on their own. I certainly didn't want help and I didn't believe I was an alcoholic. If someone hadn't put the pressure and squeeze on me, to force me to look at myself really for what I had become and what I was, I might have died!

"I think that there should be hope in the heart of everyone now with all the fine facilities that exist, with all the training personnel that exist, with the fellowship of Alcoholics Anonymous—with all these availabilities. Read and look with hope, because this is an illness that can be cured. People can get well."

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

SIERRA LEONE—Ambassador *Theresa A. Healy*, left, and Dr. *Patricia Webb* of the Center for Disease Control, on a trip to the Eastern Province of this African nation. *(Photo by Dr. John Krebs)*

Education and Training

Schedule of courses at Foreign Service Institute

Program	*June*	*July*	*Aug.*	*Length of course*
Administrative training				
Administrative CORE	15	6,27	—	3 weeks
General Services Operations	15	6.27	17	3 weeks
Personnel Laboratory	15	6,27	17	2 weeks
Budget and Financial Management	15	6,27	17	6 weeks
Coping with Violence Abroad	1,8 22,29	6,13 20,27	3,10 17,24	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Economic and commercial training				
Advanced Economic Review Seminar	—	20	—	5 weeks
Senior Trade Expansion Seminar	—	—	5	3 days
Contemporary Economic and Quantitative Analysis	—	20	—	5 weeks
Information Systems Manager Training	8	13	—	3 weeks
Executive development				
Supervisory Studies Seminar	7	—	23	5 days
Political training				
Foreign Affairs Interdepartmental Seminar	29	—	—	2 weeks
Intelligence and Foreign Policy	1	—	—	1 week
Analytic Reporting Skills	15	—	10	2 weeks
Orientation				
Foreign Service Secretarial Orientation	1	—	—	5 days
Departmental Clerical Orientation	8	13	10	5 days
Departmental Office Orientation	—	—	4	2 days
Foreign Service Orientation	—	—	3	1 week
Foreign Service officer orientation	24	—	12	6½ weeks
Secretarial skills				
Management Skills for Secretaries	22	—	—	2½ days
Courses for managers				
Effective Writing in International Affairs	—	—	10	6 days
Effective Oral Communication for Managers	—	—	4	4 days
Overseas briefing center				
Workshop for Foreign Service Families	1	13	—	2 weeks
Going Overseas	6,17	11,29	—	1 day

Area studies and language training

Area studies				
Africa, Sub-Sahara	15	—	10	2 weeks
Western Europe	15	—	10	2 weeks
East Asia	15	—	10	2 weeks
Eastern Europe and USSR	15	—	10	2 weeks
Latin America	15	—	10	2 weeks
Near East and North Africa	15	—	10	2 weeks
South Asia	15	—	10	2 weeks
Southeast Asia	15	—	10	2 weeks
Language and advanced area courses				
Afrikaans	—	—	24	24 weeks
Amharic	—	—	24	24 weeks

—*(Continued on next page)*

Overseas Briefing Center announces workshops, seminars

The Overseas Briefing Center at the Foreign Service Institute has scheduled two "going overseas" workshops—one on a Wednesday evening, the second on a Saturday—as well as a one-week course in the teaching of English and a two-week seminar on life in the United States, for those re-entering or leaving the country.

The evening workshop will be held on May 20, June 17 and July 29, from 6 to 9:30. Intended for both single persons and couples, it deals with settling into a new community abroad and will include discussions of welcoming procedures at the post.

The Saturday workshops are slated for June 6 and July 11, from 9:15 a.m. to 3 p.m. Designed primarily for families with children, it is open also to single persons and couples who cannot attend one of the evening sessions. The workshop is described as "a unique opportunity for families to work together to develop realistic expectations, cope and interrupted activities and relationships, deal with stress, sharpen communication, design a personal plan of action for settling in, and share their concerns with others preparing for their own assignments."

The English-teaching course will be held May 18-22, from 9:15 a.m. to 1 p.m. It will help participants acquire the skills necessary for setting up English classes abroad, or for private tutoring.

The two-week seminars are scheduled for June 1-12 and July 13-24, from 9:15 a.m. to 3 p.m. They cover the current American political, social, economic and artistic scene, explore cross-cultural communication and address other topics of importance to employees interpreting the United States abroad or returning to this country. They also suggest techniques

Buy U.S. savings bonds through your Payroll Savings Plan. Take stock in America. You can't buy a better country.

for understanding foreign cultures. Speakers will be drawn from Washington area universities and the Department.

No tuition is being charged for any of the sessions. Those interested are asked to telephone the Overseas Briefing Center at 235-8784 for information and enrollment forms. □

Course in communications skills is being offered

The Foreign Service Institute will offer a course entitled "English and Communications Skills" on Tuesdays and Thursdays, 9-10:30 a.m., beginning May 19 and running through June.

The course will cover the principles of grammatical construction, word usage, punctuation and vocabulary development. Emphasis will be on drafting correspondence, memorandums and various types of reports.

The classes will be held in Room 5703, SA-15. All clerical employees at GS-4 and above are eligible. To enroll, contact the Registrar's Office, Room 100, SA-3. □

Evening courses

The Washington School of the Institute of Policy Studies, 1901 Q St. NW., is again offering evening courses and one-day seminars in the field of foreign affairs. For information, telephone 234-9382. □

Paying for college

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than coowner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan—unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

—*(Continued from preceding page)*

Program	*June*	*July*	*Aug.*	*Length of course*
Arabic (Eastern)	—	--	24	24 weeks
Arabic, Modern Standard	—	—	24	24/44 weeks
Arabic (Western)	—	—	24	24/44 weeks
Arabic, Modern Standard (Advanced in Tunis)	—	—	10	12/15 months
Bengali	—	—	24	24/44 weeks
Bulgarian	—	—	24	24/44 weeks
Burmese	—	—	24	24/44 weeks
Chinese (Standard)	—	—	24	24/44 weeks
Czech	—	—	24	24/44 weeks
Danish	—	—	24	24 weeks
Dari (Afghan Persian)	—	—	24	24/44 weeks
Dutch	—	—	24	24 weeks
Farsi (Iranian Persian)	—	—	24	24/44 weeks
Finnish	—	—	24	24/44 weeks
French	1,29	27	24	20 weeks
German	1	27	—	20 weeks
Greek	—	—	24	24/44 weeks
Hebrew	—	—	24	24/44 weeks
Hindi	—	—	24	24/44 weeks
Hungarian	—	—	24	24/44 weeks
Indonesian	—	—	24	32 weeks
Italian	1	27	—	20 weeks
Japanese	—	—	24	24/44 weeks
Japanese (Advanced, in Yokohama)	—	—	10	12/15 months
Korean	—	—	24	24/44 weeks
Lao	—	—	24	24/44 weeks
Norwegian	—	—	24	24 weeks
Pilipino	—	—	24	24/44 weeks
Polish	—	—	24	24/44 weeks
Portuguese	1	27	—	20 weeks
Romanian	—	—	24	24 weeks
Russian	—	—	24	24/47 weeks
Serbo-Croatian	—	—	24	24/44 weeks
Spanish	1,29	27	24	20 weeks
Swahili	—	—	24	24/44 weeks
Swedish	—	—	24	24 weeks
Thai	—	—	24	24/44 weeks
Turkish	—	—	24	24/44 weeks
Urdu	—	—	24	24/44 weeks
Short language and cultural familiarization programs (fast) courses				
Arabic	15	—	—	6 weeks
French (Metrop.)	1	6	17	10 weeks[1]
French (Sub-Sah.)	1	6	17	10 weeks[1]
German	—	6	—	10 weeks[1]
Indonesian/Malay	15	—	—	6 weeks
Italian	—	6	—	10 weeks[1]
Polish	—	6	—	6 weeks
Portuguese (L.A.)	—	6	—	10 weeks[1]
Portuguese (Eur.)	—	6	—	10 weeks[1]
Russian	—	6	—	6 weeks
Serbo-Croatian	15	—	—	6 weeks
Spanish (L.A.)	1	6	17	10 weeks[1]
Spanish (Eur.)	1	6	17	10 weeks[1]
Thai	15	—	—	6 weeks
Turkish	—	6	—	6 weeks

[1] Week of July 27 has no scheduled classes for short courses in French, Spanish, German, Italian and Portuguese. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. ■

American Diplomacy 1781

Waiting for De Grasse

May 1781

By Jan K. Herman

By mid-month, the British have all but abandoned the Carolinas to the Americans. On the 20th, a homesick and disillusioned British soldier writes to a friend in London: "The retrograde progress of our arms in this country, you have seen in your newspapers, if they dare tell you the truth. . .Our victories have been dearly bought, for the rebels seem to grow stronger by every defeat. . .I am heartily tired of this country and wish myself at home."

Yet even as the pendulum swings in favor of the rebels in the Carolinas, the situation across the Virginia border is quite different. Lafayette, commanding a force of about 3,000 troops, is in a precarious position. Cornwallis arrives in Virginia on the 10th with 1,500 men; another 1,500 redcoats have recently arrived from New York, and with Arnold's forces, total British strength in the Tidewater is about 7,200. The 23-year-old French general writes to General Washington: "Were I to fight a battle, I should be cut to pieces, the militia dispersed and the arms lost. Were I to decline fighting, the country would think itself given up. I am therefore determined to skirmish, but not to engage too far. . ."

Meanwhile, in his camp north of New York City, the commander-in-chief gloomily writes in his diary an all-too-familiar refrain: "We are daily and hourly oppressing the people—scouring their tempers—and alienating their affections. . .and instead of having the prospects of a glorious campaign before us, we have a bewildered and gloomy, defensive one—unless we should receive a powerful aid of ships, land troops, and money from our generous allies."

A land strategist all his life, Washington does not underestimate the edge that naval superiority can provide. On the 23rd, he writes to Luzerne, the French minister at Philadelphia: "[I do not] see how it is possible to give effective support to [the southern] States and avert the evils which threaten them, while we are inferior in naval forces in these seas."

Washington meets with General Rochambeau at Wethersfield, Conn., to plan for the spring campaign, a strategy that includes evicting the British from New York, a city they have held almost since the beginning of the war. Yet without the French navy in American waters, the dream is but a glimmer.

As the two generals confer, Admiral de Grasse is in the West Indies, and the rumor is that he and his fleet will soon depart for northern waters. Until he does, an attack on New York City will have to wait.

In Philadelphia, Luzerne is himself busy setting the stage for Vergennes' master scheme to bring the war to a speedy conclusion. The wily diplomat tries to convince Congress that a mediated settlement under French auspices would be to America's advantage. On the 26th, he tells the delegates that the Russian and Austrian governments have offered their services as mediators, and that the opportunity to end the war should seriously be considered.

In Vienna, Russian and Austrian diplomats, Prince Galitzin and Prince Kaunitz, meet to lay the foundation for the peace conference. Very quickly they come up with four preliminary proposals:

(1) All proposals submitted by the belligerents will be considered.

(2) At the time the general peace treaty is signed, a separate peace between Britain and the United States will also be signed. Russia and Austria would then guarantee the terms of that Anglo-American agreement.

(One of a series)

(3) A one-year cessation of hostilities would go into effect, and current boundaries would be maintained.

(4) The negotiations would begin as soon as possible at Vienna. Representatives would have full powers to negotiate for their respective governments.

The French government quickly approves the Russian and Austrian proposals on the 26th. The answer from London is negative. The idea that the Americans would be represented at the conference is seen by King George as an attempt by the other European powers to meddle in Britain's internal affairs. "On every occasion in which there has been a question of negotiation since the commencement of the war with France the king has constantly declared that he could never admit, in any manner whatever, nor under any form, that there should be any interference between foreign powers and his rebellious subjects."

Without British acceptance of the four proposals, the possibility of a peace conference at Vienna, or anywhere else, seems remote. ■

Career Counselors

THE TABLE at right lists the current career counselors for all personnel. Employees may communicate with the appropriate counseling officer for advice and guidance in matters relating to career development, training, assignments and personnel actions. Detach the table and save it for reference.

Civil Service and other personnel who are not subject to worldwide assignment are served by the Office of Civil Service Career Development and Assignments (PER/CCA) Room 2421, ext. 20485. The table shows your individual counselor.

Foreign Service personnel who are subject to worldwide assignment are served by the Office of Foreign Service Career Development and Assignments (PER/FCA), Room 2328, ext. 28312. The table shows your individual counselor. In addition, Margaret D. Anderson and Earl Ambre are available to all Foreign Service personnel for general career counseling. Ms. Anderson is located in Room 2419 and can be reached on extension 29659. Mr. Ambre is located in Room 2328 and can be reached on extension 28453.

For domestic personnel. . .

In all grades. . .	In these offices. . .	Your counselor is. . .	Room no.	Ext.
	S (and all areas serviced out of S/S-EX), S/IG, IBWC, ISC, IBC, ARA, EUR, IO, INM	Joseph McGuire	2429	23352
	CA, PA, INR, EA	Janet Vido	2429	23352
	OES, L, M/MED, PM, M/COMP, HA, RP, SSM	Annette Hales	2429	23352
	A, EB, AF	Jan Burke .	2429	23352
	M/FSI, S/CPR, NEA, M/DGP	Torrey Whitman	2429	23352

For worldwide personnel. . .

In classes. . .		with function or assignment in. . .	Your counselor is. . .	Room no.	Ext.
CM/FO 1&2		NEA, S (D, E, P, C), S/IG, Executive Seminar, S/P, RP, S/R	George R. Andrews	2809	21416
		EUR, CA, M, A, PM (+T), ACDA, OES, Details	Don Junior	2809	21417
		AF, EA, INR, PA, HA, L	Robert H. Wenzel	2809	21417
		ARA, INM, H, IO, EB, DIR/IPA	A. Wendell Whiting	2809	22238
FO	FP				
1	1	Administrative	Howard L. McGowan	2820	23438
		Consular	Donald K. Parsons	2332A	23332
		Econ/Commercial	Richard C. Scissors	2419	29764
		Political (inc. Labor, Program Direction)	Robert D. Collins	2419	29776
2	2	Administrative	Howard L. McGowan	2820	23438
		Consular	Donald K. Parsons	2332A	23332
		Econ/Commercial (A-D)	Richard C. Scissors	2419	29764
		Econ/Commercial (E-Z)	Lynne F. Lambert	2419	29764
		Political (inc. Labor)	William S. Shepard	2419	29776
3-4	3-4	Adminstrative	Johnny Young	2820	23438
		Consular	Phyllis Villegoureix-Ritaud	2332A	23333
		Econ/Commercial	Lynne F. Lambert	2419	29764
		Political	Richard C. Castrodale	2419	29776
4-6 (Un-tenured)		Chief, Jr. Officers	Charles T. Magee	2419	27691
		Administrative	Thomas C. Tighe	2419	27693
		Consular	Max N. Robinson	2419	27693
		Econ/Commercial	Morris N. Hughes	2419	27692
		Political	Morris N. Hughes	2419	27692
	3-5	Secretaries	Jeanne B. Witte	2336	29526
	6-7	Secretaries	Janice Yeadon	2336	29526
	8-9	Secretaries	Maria A. Rodgers	2336	29527
	1-3	Communications Personnel	Samuel Richardson	2820	28136
	4-5	Communications Personnel	Sandra E. Siverson	2820	28136
	6-9	Communications Personnel	Victor J. Maffett	2820	28136 ■

Post of the Month: Thessaloniki

THIS city 320 miles north of Athens in Greece was founded in 315 B.C., and historic sites are in abundance for Foreign Service employees at the U.S. consulate general. This is another in the continuing STATE series on overseas posts. The photos are by *Serafim Piskoulis.*

Political officer *John Hamilton* jogs past statue of Alexander the Great.

Consul general *Dana A. Zachary* with, from left, visa specialist *Rea Georgiadou,* secretary *Diane di Marcantonio,* Greek language instructor *Sophia Papadopoulou,* secretary *Donna Hamilton,* cultural affairs assistant *Maria Makri,* protocol/political assistant *Jenny Rengou.*

Ambassador and Mrs. *Robert J. McCloskey* inspect an egg-packing machine at the American Farm School. *Andrea McCloskey* is at far right, and school director *Bruce Lansdale* is at left.

Secretary ***Diane de Marcantonio*** **at the Arch of Galerius.**

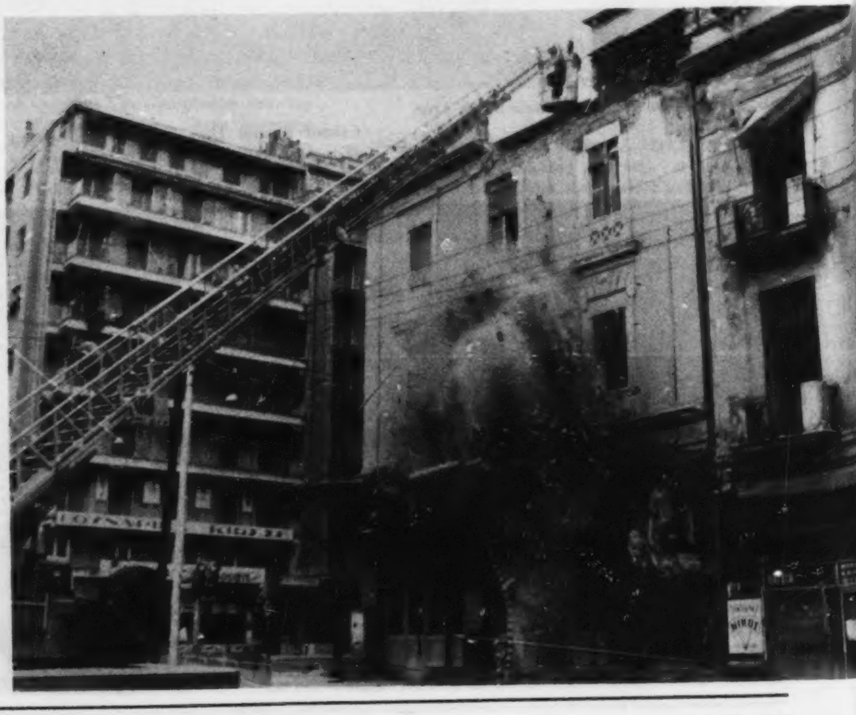
Consul general ***Dan Zachary*** **with** ***Nancy Worcester*****, left, and** ***Pam Zachary*****, center, in a production of "The Fantasticks."**

Political officer ***John Hamilton,*** **third from right, with Greek priests and naval officers at a briefing aboard the USS McCandless.**

Commercial counselor *Sam Fromowitz* at the Thessaloniki Fair. The child is unidentified.

Deputy chief of mission *Milt Kovner*, left, and *Mrs. McCloskey* with a local citizen during a visit to Kastoria.

Buildings condemned because of damage caused by the June 1978 earthquake are still being leveled.



Consular officer *Donna Hamilton* with Foreign Service national employee *Ritos Milopoulos.*

Retired Foreign Service national employees, from left: *Cleon Djimos, Stathis Efstratiou, Gregory Michaelides, Sofia Gavrielidou, George Yemenetzis, Serafim Piskoulis, Margaret Angelaki.*

An Orthodox religious service.

During a recent visit to their former post, *Dennie Brennan*, second from right, and *Jim Murray*, far right, visit with Foreign Service national employees, from left, *Jimmy Lodis, Dimitri Nicolaou* and *Toula Vreza.* ■

Personnel: Civil Service

Promotions

GS-3

Adams, Lamay B., Office of Security, Washington Field Office
Arnold, Pamela I., Office of Security, Special Assignments Staff
Di Bari, Deborah Anne, Foreign Service Institute
Easton, Darrel Jerome, Passport Office, Records Branch
Lovelace, Kevin, Passport Office, Records Branch
Palmer, Articlees, Passport Office, Records Branch

GS-4

Brown, Andre E., Office of Security, Document Storage and Retrieval Branch
Clemons, Michael, Language Services
Cunningham, Phyllis M., Foreign Service Institute
Lentz, Mary C., Foreign Service Institute
Merrick, Shelagh M., Foreign Service Institute
Mobley, Kenneth S., Office of Comptroller
Olds, Deborah M., Office of Comptroller
Perkins, Tracey T., East Asian and Pacific Affairs
Ricks, James M., Secretary's Office, Office of Executive Director
Rios, Miriam, Office of Operations, Supply and Transportation Division
Winstead, June A., Northern European Affairs
Zoetis, Phyllis Ann, Foreign Service Institute

GS-5

Belleski, Clinton A., Canadian Affairs
Capo, Peter A., Office of Communications
Coleman, Brenda R., Office of Comptroller, Finance Office
Dorman, Stephen T., Economic and Business Affairs, Office of International Finance and Development
Ferguson, Herbert D., European Affairs
Jackson, Cheryl Y., Foreign Affairs Information Management
McLean, Emma J., Foreign Affairs Information Management
Salser, Diane E., Intelligence and Research
Stevens, Felicia Anne, Economic and Business Affairs, Textiles Division

GS-6

Baker, Tura L., Central African Affairs
Hamilton, Gralyn D., Office of Comptroller, Finance Office
Jackson, Michael M., Office of Comptroller, Finance Office
Johnson Jr., Gable, Consular Affairs
Lewis, Joanne L., Communications Center
Limpouch, Teresa Edith, Facilities Management and Administrative Services
McCrea, Vermelle V., Intelligence and Research
Miller, Patricia A., Foreign Service Institute
Tolson, Demetria E., Foreign Affairs Data Processing Center
Tucker, Cheryl L., Facilities Management and Administrative Services
Turpin, Leigh, Bureau of Administration, Allowances Staff
Westley, Hilarie A., UN Political Affairs
Wigglesworth, Barbara J., Medical Services
Zackery, Reginal C., Foreign Affairs Data Processing Center

GS-7

Gorham, Mary L., Economic and Business Affairs
Koenig, Gretchen Louise, Bureau of Administration, Allowances Staff

FOREIGN SERVICE INSTITUTE–Graduates of the February clerical orientation class, seated, left to right: *Susan Mehler, June Winstead, Vivian Barnes, Lois Ledbetter.* Second row: *Page Rowe, Felicia Stevens, Sandra Browning, Manon Moose, Barbara Flynn, Maryedna Giacomin, Maria Greene, Janice Dugger, Joan Thompson, Jill Neuhard, Yvonne Watson, Donna Garrett* (faculty). Third row: *Calvin Nelson, Brenda Winston, Karen Bryfogle, Lillian McCauley, Chenobia Calhoun, Michelle Long, Mark Hobbs, Carl Leach, Leon Wilson, Lewis Wendell.* Not shown: Donna White.

Murphy, James L., Office of Operations, Supply and Transportation Division

Stafford, Mark Merrill, Facilities Management and Administrative Services

Sykes, Jill Ahearn, Bureau of Public Affairs, Public Programs Office

GS-8

Collins, Dorothy W., Bureau of Personnel, Office of Employee Relations

Powell, Pamela G., Office of Legal Adviser

GS-9

Herndon, Susan M., Bureau of Personnel, Office of Position and Pay Management

Krome, Marjorie D., Foreign Affairs Information Management

Pittarelli, Patricia, Bureau of Personnel, Civil Service Career Development and Assignments

Plotsky, Alison K., Bureau of Public Affairs, Correspondence Management

Watts, Stephen R., Office of Operations, Supply and Transportation Division

Wolf, Rowena E., Office of Legal Adviser, Treaty Affairs

GS-10

Coleman, Alvin L., Facilities Management and Administrative Services

GS-11

Buffalohide, Homer J., Office of the Secretary, Information Management Section

Dade, Helen G., Visa Office

Handy, Susan Ann, Bureau of Personnel

Stowe, Priscilla B., Intelligence and Research

Yutzey, Joyce F., Bureau of Public Affairs, Public Programs Office

GS-12

Carroll III, Alfred Q., Bureau of Personnel, Performance Evaluation

Coley, Thedoshia P., European Affairs

Feeney, James I., Facilities Management and Administrative Services

Keating, Terry Michael, International Organization Affairs

Lent, Brigitte, Facilities Management and Administrative Services

Sussman, Colleen A., Bureau of Public Affairs, Editorial Division

GS-13

Hajjar, June, Office of Equal Employment Opportunity

GS-15

Sessoms, Allen Lee, Oceans and International Environmental and Scientific Affairs, Office of Nuclear Technology and Safeguards

FOREIGN SERVICE INSTITUTE—March graduates of the clerical orientation class are, standing, left to right: *Kathy Koritko, Regina Tunney, Yvette Hyater, Sandra Penny, Cynthia Basil, Theresa Dolly, Phillip Schol, Ann Watkins, Dean Lewis, Gayle Armstrong, Martha Brown, Glennie Briggs, Toni Turri, Jackie Cowan, Jeannine Sandloop.* Seated: *Alana Thomas, Juanita Holmes, Bernadette Courtney, Ann Burlin, Paula Verkuilen, Maggi McGoldrick* and *Donna Garrett,* faculty. Not shown: *Jo Ann Lozovina.*

New appointments

Ader, Grace Ida, Passport Office, Seattle

Amott, John C., Classification/Declassification Center

Annenberg, Leonore, Office of Chief of Protocol

Atwood, J. Brian, Foreign Service Institute

Brazil, Marc Stephen, Office of Under Secretary for Management

Brewin, Roger C., Classification/Declassification Center

Caldwell, Kathy J., Administrative and Clerical Pool

Clark, William P., Office of Deputy Secretary

Coolidge, Eliska H., Office of the Secretary

Dickson, Barbara Jean, Passport Office, Seattle

Driscoll, Sheena Renae, Passport Office, Records Branch

Epstein, Judith H., Office of Under Secretary for Security Assistance, Science and Technology

Feliciano, Pedro, Passport Office, Chicago

Fischer, Dean E., Press Office

Gonzalez, Carmen, Passport Office, Miami

Jackson, Ruth N., Administrative and Clerical Pool

Jordan, Carlton J., Office of Comptroller, Finance Office

Junquera, John, Office of Operations, Supply and Transportation Division

Kelley, William, Classification/Declassification Center

Lane, Leslie K., Passport Office, Records Branch

Lees, Michael David, Passport Office, Philadelphia

Long, Edward T., Classification/Declassification Center

Malone, Eloise E., Bureau of Public Affairs

McCormick, Lawrence, Office of Comptroller, Finance Office

Miller, George E., Classification/Declassification Center

Missibeck, James W., Classification/Declassification Center

Mulligan, Donald Willard, Classification/Declassification Center

Haas, Charles Willis, Classification/Declassification Center

Neill, James P., Bureau of Administration, Administrative Services

Nicholas, Scott L., Intelligence and Research

O'Neil, Judith C., Press Office

Perkins, Patricia Ann, Office of Operations, Supply and Transportation Division

Peterson, Winifred K., International Organization Affairs, Office of Permanent Representative to the United Nations

Plattner, Marc F., U.S. Mission to United Nations

Printis, Gloria D., Office of Refugee Programs

Shields, Anthony, Office of Security, Document Storage and Retrieval Branch

Shubrooks, Shell R., Administrative and Clerical Pool

Smith, Arthur J., Classification/Declassification Center

Spicer, Shirley K., Pouch and Courier Operations Division

Stevens, Derrick R., Medical Services

Sweeney, James J., Office of Security, Washington Field Office

Tart, Terry Rochelle, Passport Office, Philadelphia

Taylor, Kim Marie, Passport Office, Records Branch

Whetstone, Frank A., International Boundary Commission

Williams, Bonita D., Administrative and Clerical Pool

Wiltshire, Rosemary Jane, Passport Office, Stamford

Zitomer, Glenda J., Passport Office, Houston

Reassignments

Chism, Karen Anne, Administrative and Clerical Pool to Bureau of Personnel, Civil Service Division

Holdforth, James E., Office of Deputy Secretary of State to Office of the Secretary

Millett, Suzette, Office of Security to Bureau of Personnel, Performance Evaluation

Phillips, Randolph S., Intelligence and Research to Communications Center

Richmond, Elizabeth T., Consular Affairs to Passport Office, Evaluation and Standards Division

Sherrill, Edna B., Passport Office to International Organization Affairs

Ulrich, Jennifer Sue, Administrative and Clerical Pool to Bureau of Personnel

Resignations

Benefield, Carol J., Office of Chief of Protocol

Best, Jean Carolyn, Passport Office, Records Branch

Blount, Harold L., Passport Office, Philadelphia

Buines, Eileen R., Passport Office, Miami

Clark, Sheilia A., Office of Comptroller, Finance Office

Curcio, Mary Loretta, Passport Office, Los Angeles

Deitz, Robert L., Office of Deputy Secretary of State

Dounes, Mohamed, Foreign Service Institute

Gallis, Paul Eugene, Office of the Counselor

Haft, Marilyn G., U.S. Mission to United Nations

Hartley, Nancy Lee, International Organization Affairs

Hashimoto, Sachiko, Foreign Service Institute

Hennessey, Jean L., International Joint Commission

Hight, B. Boyd, Economic and Business Affairs, Transportation and Telecommunications Affairs

Howard, Erika, Foreign Service Institute

Humborg, Dorothy H., Foreign Service Institute

Jackson, William E., Congressional Relations

Johnson, Nobuko M., Foreign Service Institute

Juusela, Kaija Lea, Foreign Service Institute

Kin, Mya Mya, Foreign Service Institute

Kiper, Ayse Muazzez, Foreign Service Institute

Lampl, Peggy, Congressional Relations

Lancaster, Carol J., African Affairs

Lande, Melinda, U.S. Mission to United Nations

Leathers, Walter D., Foreign Affairs Information Management

Lepusic, Milan, Foreign Service Institute

Lewis, Cedric Lee, Pouch and Courier Operations Division

Linde, Lori Lynn, Politico-Military Affairs, Office of International Security Policy

Mahler, June Louise, Office of Comptroller, Finance Office

Martell, Linda J., Passport Office, Boston

Maska, Genell C., Office of Under Secretary for Political Affairs

McCall, H. Carl, U.S. Mission to United Nations

McEachin, Jean, Passport Office, Washington

Nicholas, Renee A., Passport Office, San Francisco

Page, Anna Berta, Foreign Service Institute

Parmelee, Carole Ann, Office of the Secretary

Pullig, James L., Bureau of Personnel, Position and Pay Management

Regan, Timothy C., Intelligence and Research

Rose, Robert R., Office of the Secretary

Ross, Charles R., International Joint Commission

Schreiber, William M., International Boundary Commission

Sugarman, Robert J., International Joint Commission

Toffa,Francis K., Foreign Service Institute

Watson, Hyla E., Passport Office, Houston

Retirements

Asteriou, Socrates J., Intelligence and Research

Good, Darnella Stevens, Passport Office, Philadelphia

Winnett Jr., George, Congressional Relations ☐

Classification appeals

The Office of Personnel Management has issued proposed regulations on classification appeals under the General Schedule. The text of the proposal is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State Library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

Security and Development Assistance, Senate Foreign Relations Committee, 3/19/81 (Current Policy No. 264).

Interview on "Meet the Press," 3/29/81 (Current Policy No. 271).

Inter-American Affairs

Statement on El Salvador, Under Secretary of State for Political Affairs Walter J. Stoessel, Senate Foreign Relations Committee, 3/19/81 (Current Policy No. 265).

Near East and South Asia

Hostage Agreements Transmitted to Congress, Department statement March 12, 1981, containing the two declarations, the undertakings, and related documents transmitted to Congress that day, 3/12/81 (Selected Documents No. 19).

International Economics

1978-79 Trade of Non-NATO Europe, Japan, with Communist Countries, INR, 1/16/81 (Special Report No. 78).

Population Growth and Foreign Policy, Ambassador Benedick before U.N. Population Commission, New York, 1/27/81 (Current Policy No. 263).

GIST

UN Decade for Women (3/81).
U.S.-China Relations (3/81).
U.S.-China Economic Relations (3-81).
U.S.-China Science and Technology Exchanges (3/81).
U.S. and the South Pacific (3/81).

Background Notes

Algeria (2/81).
Bermuda (2/81).
Ghana (2/81).
Haiti (2/81).
New Zealand (1/81).
North Yemen (12/80).
South Yemen (12/80).
Vietnam (2/81).
Zimbabwe (1/81). ☐

Personnel: Foreign Service

New appointments

Bauman, Arthur C., Singapore
Berry, Rita A., Georgetown
Birnie, Linda L. M., Georgetown
Chavera, Gilda M., Monterrey
Flora, Stephen B., Baghdad
Hamic, George A., Damascus
Hurst, Rita L., Caracas
Kajewski, Brian R., Belgrade
Kosier, Lily S., Junior Officer Corps
Lee, Samuel S. H., East Asian and Pacific Affairs
Olivo Jr., Arnold, Cairo
Orr, Maria Teresa, Monterrey
Smith, David V., Office of Communications, Programs and Engineering Division
Soucy, Marie White, Caracas
Stewart, Nina J., Office of Security, Los Angeles Field Office
Urieta, Santiago, Caracas
Viergutz, Jack S., Ouagadougou

Transfers

Augustine, Peter K., Muscat to Zurich
Ballard, Elizabeth B., U.S. Mission to UNESCO to Santiago
Balzano, Joanne L., Ottawa to Economic and Business Affairs
Barrera, Cordova Alba, Guatemala to Inter-American Affairs
Becker, Gloria C., African Affairs to Yaounde
Bell Jr., John B., Monrovia to Geneva
Benfield, Donald L., Inter-American Affairs to Bogota
Bigles Jr., Carlos, Inter-American Affairs to Caracas
Blackford, Peggy, Brazil to Bureau of Personnel
Boone, Sherman G., Junior Officer Corps to Kingston
Bowman, David L., Canberra to East Asian and Pacific Affairs
Buchholz, Roy E., Paris to Office of Communications, Programs and Engineering Division
Buckley Jr., Gerald T., Seoul to East Asian and Pacific Affairs
Bunton, Gerald P., African Affairs to Nairobi
Butler, Frances E., Office of Communications to Singapore
Callahan, James Philip, Maracaibo to Lima
Carey, Glenn William, Seoul to Manila
Carpenter, Kathy M., Algiers to Lisbon
Castellanos, Xavier, Inter-American Affairs to Bogota
Castro, Emil, Foreign Service Institute to Adana
Chornyak, William Michael, Office of Security, Pittsburgh to Moscow
Conley, Maudine B., Jerusalem to Beijing
Crisp, Florence Medley, Office of the Secretary to Caracas

BRUSSELS, Belgium—At presentation of safe-driving awards to chauffeurs of the Joint Administrative Services Office are, seated, clockwise: chief dispatcher *Aron Katz;* drivers *Augustin Messenguy, Donald Wheeler* and *Armand De Maeght;* administrative counselor *Larry Russell;* drivers *Maurice Szwarc, Jose Robles, Francis De Schouwer* and *Jean-Luc Glorieux;* personnel officer *Jerry Snyder;* assistant general services officer *Jim Kessinger;* chargé *Ed Killham.* Standing: general services officer *Bob Carr* and personnel assistant *Anne-Marie Van De Wiele.*

HELSINKI, Finland—At a retirement luncheon, *Ingrid Winquist* of the embassy's consular section receives Meritorious Honor Award from Ambassador *James E. Goodby*. At right is consul *Thomas E. Cairns*. Ms. Winquist was employed by the embassy more than 30 years.

Davis, Stephen M., Kinshasa to Office of Communications
Dewire, Evan Leigh, Beirut to Office of Security
Disciullo, John, Genoa to European Affairs
Dmytrewycz, Bohdan, Tunis to Sao Paulo
Engelhart, Jim E., Mexico to Office of Communications
Epstein, George H., Beijing to Tokyo
Fitzgerald, Jean A., Copenhagen to Bonn
Frankfather, Betty Ann, Brussels to Bogota
Gibbons, Peggy J., Brussels to Rome
Giglio, Sandra, Lisbon to Wellington
Gillespie, Jack F., Algeria to Santo Domingo
Gutierrez, Lino, Lisbon to Inter-American Affairs
Gwizdak Jr., Stanley B., Iraq to Communications Center

WHAT'S THAT?
THAT'S OUR NEST EGG!
SERIES EE SAVINGS BOND

Hackett, Anne M., Singapore to Djibouti
Hammer, Linda C., Office of Communications to Bonn
Hansen, Margaret Ann, Office of Security to Manila
Harbin, William Bruce, Tegucigalpa to Ottawa
Harms, Norma Ruth, Kingston to Intelligence and Research
Hartley, Charles R., Brasilia to Politico-Military Affairs
Hickey, Edward V., United Kingdom to Bureau of Personnel
Hickman, Leslie R., Caracas to Manila
Holden, William Steven, Abidjan to San Salvador
Hoof Jr., Bruce F., Johannesburg to Canberra
Horn, Walter C., Near Eastern and South Asian Affairs to The Hague
Howley, John F., London to Toronto
Kaar, James F., Cairo to Malaysia
Kaddaras Jr., James C., Junior Officer Corps to Athens
Keary, Frank V., Moscow to Office of the Secretary
Kellogg, Alan Robert, Bamako to Seoul
Kern, Anthony Mark, Bureau of Personnel to Bridgetown
Kettler, Theda J., Brussels to Economic and Business Affairs
Kinser, Brenda J., Abidjan to Bangkok
Kleiber, Norma L., Valletta to European Affairs
Knight, Glenn Alden, Algiers to Adana
Larson Jr., Harry L., Bridgetown to Bonn
Lemandri, John M., Baghdad to Nouakchott
Levinson, Michael A., New Delhi to Moscow
Loftus, Helen R., Department of Commerce to Canberra
Louis, Jean Anne, Copenhagen to U.S. Mission to UNESCO
Lovell II, James A., Nairobi to Jakarta
Lowe, Charles G., Office of Communications to Kinshasa
Lundahl, Frederick B., Maputo to African Affairs
Marty, Gus N., Ankara to Foreign Buildings Office
McGuire, Karen A., Ouagadougou to Rabat
McPherson, Kenneth R., Office of Communications to Monrovia
Miller, Gregory David, Indonesia to Economic and Business Affairs
Milliken, Karen M., Milan to Economic and Business Affairs
Mitchell, Margaret Zettel, Durban to Praia
Moore, Kathleen R., Doha to London
Morris, Margaret A., East Asian and Pacific Affairs to Melbourne
Murrey, Christopher W., Foreign Service Institute to Lubumbashi
Nasetka, Thomas C., Lusaka to Copenhagen
Nicholson, Norman N., Khartoum to Office of Communications
Nora, Clyde G., U.S. Mission to United Nations to Bureau of Personnel

Parr, Mary J., Office of Communications to Manila

Perez, Carlos, Lisbon to Praia

Peshoff, Roy G., Budapest to Melbourne

Quinn, Eileen J., Moscow to European Affairs

Rangel, Barbara J., Cairo to Vienna

Rankin, Madelyn T., Beijing to East Asian and Pacific Affairs

Ratcliff, Patricia Diane, Dominican Republic to Quito

Reddick, Eunice S., African Affairs to Salisbury

Richardson, Samuel R., London to Bureau of Personnel

Robbins, Helen L., New Delhi to Tunis

Robertson III, Charles E., Junior Officer Corps to Monterrey

Rosinski, Joseph T., Bogota to Office of Communications

Sanderson, Thomas D., Port-of-Spain to Moscow

Schroeder, Beverly, Economic and Business Affairs to Canberra

Schulze, John Waldemar, Lima to East Asian and Pacific Affairs

Senser, Robert A., Foreign Service Institute to Bonn

Smith, Audra B., Office of Communications to Athens

Smith, James C., Monrovia to Geneva

Smith, Karen M., Lima to International Organization Affairs

Spilliotes, Nicholas James, White House to U.S. Mission to United Nations

Spirnak, Madelyn, Junior Officer Corps to Berlin

Starr, Dennis Julian, Addis Ababa to Jakarta

Sternberg, Leslie, Warsaw to European Affairs

Stike, Sharon R., Brussels to U.S. Mission to United Nations

Tonack, Brian R., Office of Communications to Monrovia

Turner, Linda C., Junior Officer Corps to Bridgetown

Turtle, Caroline Marr, Port-au-Prince to Athens

Varvarousis, Soultane M., Geneva to Beijing

Vazquez, Edward H., Italy to Santiago

Widenhouse, Thomas M., Bureau of Personnel to Special Domestic Assignment Program

Wiley, Marion B., Belgrade to Ottawa

Williams Jr., Langdon P., Office of Operations, Supply and Transportation Division to Kingston

Wolf, L. Louise, Leningrad to Hong Kong

Zabetakis, Kathryn, Kuala Lumpur to Manila

Zimmerman, Julie Ann L., Foreign Service Institute to Lima

Patricia Ryan, left, new president of the Association of American Foreign Service Women, with *Charles W. Freeman*, director of the Office of Chinese Affairs, and *Leslie Dorman*, program chairman, and *Jane Griffin*, moderator of an April 14 panel discussion on "Cultural Exchange Between the United States and the People's Republic of China."

CONSULAR AFFAIRS—Assistant Secretary *Diego C. Asencio* meets with students in the advanced consular course. Seated: *D. Rudolph Handerson, Keith Powell, Patrick Hegarty*, Mr. Asencio, *Joyce Gunn, Edward Milburn, Irene M. Barbeau.* Standing: *Edward Wilkenson, Wayne G. Griffith, Irving M. Kanter, Norman Alexander Jr., John M. Hotchner, David Bloch, Richard McCoy, Olin M. Martin, Robert E. Coughlon, Edward McKeon.* Not pictured: Gary S. Basek.

Resignations

Brewster, Kingman, London
Carrington, Walter C., Dakar
Chambers, Annex Cox, Brussels
Cohen, Rita M., Georgetown
Dalton, Scott, Foreign Buildings Office
Dick, Patricia Hill, Foreign Service Institute
Fisher, Wayne W., Classification/Declassification Center
Flynn, Sally Lander, Rio de Janeiro
Gardner, Richard Newton, Rome
Glassman, Deborah, Information Systems Office
Greenwald, Liliana M., Mexico
Harner, Stephen Michael, Department of Commerce
Hobart, Elsa K., Tijuana
Holloway, Anne Forrester, Bamako
Holmberg, Kathryn Anne, Nicosia
Howard, Ross E., Cairo
Jones, Theresa Paulette, Lima
Joseph, Geraldine M., The Hague
Kaiser, Philip M., Vienna
Kimelman, Henry, Port-au-Prince
Koelemay, J. Douglas, Arms Control and Disarmament Agency
Lang, Daniel Ray, Hong Kong
Manshel, Warren D., Copenhagen
Newell, Barbara W., U.S. Mission to UNESCO
Parker, Amelia L'Angela, International Organization Affairs, Transportation and Communication Division
Rand, Sidney Anders, Oslo
Richards, Fernando L., Office of the Secretary
Saunders, Harold H., Near Eastern and South Asian Affairs
Shelton, Sally Angela, Bridgetown
Taggart, Larry D., Office of Security, Special Assignments Staff
Watson, Barbara M., Kuala Lumpur
Weller, Lawrence D., Arms Control and Disarmament Agency
Woodcock, Leonard, Beijing

Retirements

Bauer, Irene Mary, Athens
Laskaris, Anne P., Manila
Lee, Samuel S. H., East Asian and Pacific Affairs
Morse, Lyle A., Frankfurt
Puhan, Jeanne Lamar, Inter-American Affairs □

U.S.-Japan group to be chartered

The Department is proposing to charter the U.S. Section of the U.S.-Japan Economic Relations Group, under provisions of the Federal Advisory Committee Act.

The section is to serve the Secretary by preparing a report analyzing the current state of economic relations between Japan and the United States, and presenting advice to the Secretary, the President and other agencies on issues of U.S.-Japan economic relations, and conferring with comparable Japanese groups to insure support for their recommendations.

The section will provide a coordinated source of advice from the academic world and private business about issues that have often been at the heart of disputes between the United States and Japan.

For information, contact Jack B. Button, 2000 L Street N.W., Suite 613, Washington, D.C. 20036, telephone (202) 673-6157. □

'Just plain folks' is the theme at Frankfurt

From left: Bundestag deputy *Wilfried Böhm*; deputy principal officer *James R. Wachob*, Frankfurt; Federal President *Karl Carstens* and *Mrs. Carstens*.

FRANKFURT, West Germany—Members of the U.S. consulate general staff have been exchanging visits with ordinary people in a rural community north of here. Recently, 17 German residents of the Schwalm-Eder district were the staff's weekend guests in Frankfurt. "Because the get-together proved so successful," said James R. Wachob, deputy principal officer, "efforts are now under way to establish a non-political German-American society that will continue these activities."

The goodwill program was launched last May, when a delegation from Schwalm-Eder, members of a Hessian youth wing of one of the major German parties, approached Mr. Wachob, an observer at the organization's annual conference. The delegation pointed out Schwalm-Eder residents rarely came into contact with Americans because of the absence in that area of any American troop concentrations or any American business, industrial or retirement community.

Shortly afterward several members of the consulate general made one-day visits to the area. The consulate general also arranged, with the cooperation of the U.S. commander, for the visit of a group of Schwalm-Eder high school and university students to the free world's largest tank brigade in Kirch-Goens. Then 20 members of the Frankfurt staff were invited north—to spend a weekend with the German families, to meet with them at a community dinner and to visit cultural institutions in the area.

The staff also had an opportunity to meet with Federal President Karl Carstens, who was in the region on his month-long walk through Germany; and with two Bundestag (federal assembly) deputies, who took part in the program.

New status for Aggrey

O. Rudolph Aggrey, ambassador to Romania, is now a Foreign Service officer with the rank of career minister. He formerly was a Foreign Service information officer with that rank. ■

New Directives

Organization and functions

A new functional statement is added to the manual for the Office of the Comptroller (M/COMP). This office was established effective October 1, 1979, and includes the budget and financial management activities formerly located in the Bureau of Administration. (TL:ORG-132)

Personnel

Foreign Service Reserve officers employed under the Mid-Level Hiring Program (MLHP) for Women and Minorities may qualify for appointment as Foreign Service officers. Such officers will be reviewed by the Commissioning and Tenure Board and will be appointed as FSOs on the recommendation of that board, whose mandate is being extended. Employees hired under the MLHP prior to January 12, 1981, may continue to qualify for FSO appointment on the basis of a second oral examination, as provided at the time of their employment. The second oral examination is eliminated for all MLHP employees hired after January 1, 1981. (FAMC No. 3)

FAMC No. 673 is amended to update the list of Department of State decision officers authorized to approve restoration of forfeited annual leave, pending codification into 3 FAM 400 as part of the regulatory process implementing the Foreign Service Act of 1980; and the validity of FAMC No. 742, "Statutory Changes Affecting the Administration of Annual Leave," is extended to March 11, 1982. (FAMC No. 5)

The policies and procedures governing conversion of current senior officers in the Foreign Service (other than those available for domestic service only) to the Senior Foreign Service (created by PL 96-465, the Foreign Service Act of 1980) has been established. (FAMC No. 8)

The policies and procedures necessary to put into force those provisions of the Foreign Service Act of 1980, which relate to the establishment of the Senior Foreign Service of the United States, have been established. They apply to the Departments of State, Agriculture and Commerce, the U.S. International Communication Agency, the U.S. Agency for International Development, the Arms Control and Disarmament Agency and the Peace Corps. (FAMC No. 9)

Policy regarding the probationary status of current Foreign Service Staff officers and employees appointed to the Foreign Service under Section 531 of the Foreign Service Act of 1946, as amended, and who subsequently are converted to the Foreign Service schedule under Section 2102 of the Foreign Service Act of 1980, has been established. (FAMC No. 10) ☐

Bureau Notes

Secretary's Office

SECRETARY and **MRS. HAIG** attended Senator **JACOB JAVITS'** dinner in honor of the Egyptian foreign minister, in New York, March 25. **KATHRINE BACKUS**, special assistant, accompanied them to New York. During April 3-11, the Secretary, accompanied by Mrs. Haig, consulted with government officials in Cairo, Egypt; Tel Aviv, Israel; Amman, Jordan; Riyadh, Saudi Arabia; Rome, Italy; Madrid, Spain; London, England; Paris, France; and Bonn, Germany. Assisting the Secretary were **JAMES BUCKLEY**, under secretary for security assistance, science and technology; **ROBERT McFARLANE**, counselor of the Department; **SHERWOOD GOLDBERG**, executive assistant to the Secretary; **RICHARD BALTIMORE**, special assistant; **HARVEY SICHERMAN**, special assistant; **VERNON WALTERS**, senior adviser; **DEAN FISCHER**, Department spokesman; **RAYMOND SEITZ**, deputy executive secretary; **GEORGE TWOHIE**, executive director, Executive Secretariat; **EDWARD WALKER**, special assistant, Office of the Personal Representative of the President; **LORA SIMKUS**, personal assistant, Office of the Secretary; **M. JOYCE NESMITH**, confidential assistant to the executive assistant, Office of the Secretary; **ELIZABETH GASTON**, secretary, Office of the Secretary; and the following members of the Secretariat Staff: **ANGEL RABASA, ELIZABETH RASPOLIC, CHRISTOPHER LaFLEUR** and **THOMAS PRICE**, staff officers; **BETTE NEIL** and **ANITA MUELLER**, secretaries; **LINDA LEYBLE** and **BARBARA HAMBRICK**, secretarial assistants.

The acting coordinator for liaison with state and local governments, **DAVID SHINN**, met, March 31-April 1, with the commissioners of Trumbull County, O., and the board of trustees of the Mahoning Valley Economic Development Corp., concerning a Pearson assignment. ☐

Administration

JAMES NEILL recently joined the Administrative Services Division as a general services officer. He has a background in teaching and administration. ☐

OFFICE OF COMMUNICATIONS

JIM E. ENGELHART, former communications programs officer at Embassy Mexico City, assumed his new duties as chief of the Networks Staff. New employees in the Programs and Engineering Division are **THOMAS GREGORY**, formerly with the Federal Communications Commission, and **DAVID SMITH**, from Western Slope Telephone. Returning on assignment to the division were **ROY BUCHHOLZ**, from Paris, and **GARY RICHARDSON**, from Manila. **EDWARD WARG** retired effective February 28. **GERI ALICIE** resigned on March 13.

OFFICE OF SECURITY—In Command Center, handling flood of inquiries after the attempted assassination of President Reagan, are, from left: ***Andy Corsun, Belle Johnstone, Suzanne Conway, Joan Lombardi, Fred Krug.***

The following personnel recently completed courses in the Communications Training Division: **MICHAEL PINGREE**, the new communications rover for the African area; **MICHAEL LEVINSON**, Moscow; **RONALD DE BROSSE**, Damascus; **FRANKLIN BROWN**, Lome; **ROBERT CHECHELE** and **CALVIN KEARNEY**, Communications Center Division; **JOHN LEMANDRI**, Nouakchott; **THOMAS NASETKA**, Copenhagen; **THEODORE BOYD**, Suva; **CHARLES FLEENOR**, Bern; and **JANICE TURNER**, the new communications rover for the Inter-American area. Personnel who were home on consultation recently included: **RICHARD C. KWIATKOWSKI**, Lome; **THEODORE BOYD**, Suva; **JAMES FLETCHER**, Lilongwe; **BEVERLY C. WILLIAMS**, Office of Communications; **CLIFTON MILLER**, Nairobi; **FAITH A. LEE**, Beirut; **GEORGE E. WILLIAMS**, U.S. Mission Berlin; **EVERETT McGRATH JR.**, Ouagadougou; **REBECCA D. DAVIS**, Rome; **FRED S. PALMER**, Moscow; **STEVEN M. HOLDEN**, San Salvador; **HARRY L. LARSON JR.**, Bonn; and **DONALD BALLUE**, Rangoon. ☐

OFFICE OF SECURITY

ALAN GOLACINSKI, MICHAEL HOWLAND and **LILLIAN JOHNSON** were among employees who received the Department's Award for Valor in connection with the hostage incident in Tehran.

The Dignitary Protection Division had protective responsibilities during March and April for **JIHAN SADAT** (wife of the president of Egypt), **ADOLFO SUAREZ** (former prime minister of Spain), **MASAYOSHI ITO** (foreign minister of Japan), **ILTER TURKMEN** (foreign minister of Turkey), and **ROBERTO VIOLA** (now president of Argentina). Special agents in charge of protection were **ROBERT BLACKBURN, HARRY ALLEN, JOHN GIBBONS, BOB DAVIS** and **JEFF BOZWORTH**.

ROBERT BANNERMAN was designated chief, Domestic Operations Division, effective March 30, and **LUCIUS JACKSON** concurrently assumed the duties of chief, Special Projects Branch, Foreign Operations Division. **WALTER SARGENT** was designated chief, Office of Security Command Center, effective March 30, and the former chief, **SID TELFORD**, transferred to London as regional security officer. **EDWARD V. HICKEY**, formerly regional security officer, London, transferred to the White House as deputy assistant to the President.

MACLYN MUSSER, Operations Division, traveled to Moscow in March to review and coordinate security programs in connection with the new office building. CHARLIE SPARKS, Foreign Operations Division, was on temporary duty in San Jose, in April, to assist the post with security-related matters. EV KELLY, Foreign Operations, visited Houston in April to hold discussions with various members of the business community. JAMES HOLT, Domestic Operations, returned to headquarters in April after three weeks' temporary duty in Europe. DICK HEBERT, Washington Field Office, was on temporary duty in San Salvador during March-April. ED HOWARD, Evaluations Division, was on temporary duty in Europe during April.

TOM ALLSBURY, officer-in-charge, Panama Engineering Services Center, was in the Department during April for meetings on security enhancement of facilities in the inter-American affairs region. DICK GRIFFITHS and NICHOLAS POPOVICH, security engineering officers, are attending Russian language training at the Foreign Service Institute preparatory for assignments to Moscow. GORDON STACY and JOHN HOWLAND, security engineering officers, are in the Department for consultation and training preparatory for assignments to the engineering services centers in Frankfurt and Nairobi, respectively. Three new security engineering officer positions, in Panama, Nairobi and Sofia, have been established and will be filled in the near future.

Education and Training staff officers EDWARD LEE II, GRACE GOODIER, JOHN KONICKI, THOMAS G. McGRATH, WILLIAM PENN, JAMES PRIETSCH, NICKOLAS PROCTOR and BRUCE TULLY, plus Mr. Gibbons (Dignitary Protection), ART JONES (Domestic Operations), and JOHN MURPHY (Washington Field Office) attended a two-day self-defense Kubotan instructors course, March 30-31. Mr. McGrath presented a lecture on "Security of a Diplomatic Mission," March 17, to the Defense Intelligence Agency Attache School. Mr. Prietsch and Mr. Proctor presented a lecture to the Marine security guard battalion, March 23, entitled "Department of State Orientation and Foreign Service Establishment." First Lieutenant Konicki attended an Alcohol, Tobacco and Firearms explosive detection seminar, at Glynco, Ga., March 16-20. Mr. Lee and Mr. Proctor and JOHN JARRELL (Education and Training) met with EDWARD KOENIGSFEST of the Intercontinental Diplomatic and Executive Corp. concerning the drivers' training offered by that firm. ROBERT WILDE, supervisor of the Security Forces Experimentation and Evaluation Division of Sandia National Laboratories gave a lecture and demonstration, March 11, to Education and Training of the multiple integrated laser engagement system, as modified at Sandia for realistic training in small-unit tactics and counterterrorist operations. PATTI MORTON, policy adviser, attended Senate and House hearings at the Capitol during April related to security, law enforcement and personal protection matters. ☐

LANGUAGE SERVICES DIVISION

French interpreter ALEC TOUMAYAN was on hand for PRESIDENT REAGAN's visit to Canada, March 10-11. Last-minute changes in the North American Air Defense Agreement with Canada, which was signed on the occasion, were handled by telephone with the Division's Translating Branch. The branch had done the preparatory language work on this, as well as several other agreements signed during the President's visit.

ANTHONY HERVAS, Spanish interpreter, was on loan for about a month, starting on March 13, to the Administrative Office of the U.S. Courts, serving as a member of a panel examining prospective court interpreters in Houston, Los Angeles, San Francisco and Seattle. On March 12, HARRY OBST, German interpreter, addressed the Ellen Glasgow Intermediate School in Alexandria, Va., on "The Importance of Learning Foreign Languages." On April 8 he spoke on Career Day at the Lather Jackson School. Language Services alumnus CORNELIUS IIDA, now stationed in Tokyo, was back in Washington to interpret for meetings of Japanese Foreign Minister TAKEO FUKUDA with the President, the Vice President and the Secretary, in the second half of March. SOPHIA PORSON, Mr. Toumayan and STEPHANIE VAN REIGERSBERG interpreted for meetings, March 26-27, of the Standing Committee of the North Atlantic Alliance.

VIVIAN CHANG, Chinese interpreter, was in Beijing for the visit of the Coast Guard commandant, March 27-April 6. HELEN KAPS and CAROL WOLTER interpreted for the seventh African Housing Conference, sponsored by AID in Mauritius, March 31-April 4. Arabic interpreter ZAKI ASLAN met the Secretary in Riyadh, in early April, to interpret for the latter's discussions with the Saudis. Chinese interpreter JAMES BROWN joined Language Services on April 8. Foreign language mail for the White House, screened, translated and/or summarized by the division's Translating Branch, rose sharply in the wake of the attempt on the President's life.

Mr. Toumayan and Ms. van Reigersberg received Superior Honor awards for their efforts connected with the hostage situation. The division as a whole received an award for its efforts to help resolve the crisis, by interpretation and translation of vital documentation. Personnel making a major contribution through translations included JACQUELINE JARMAN, JACQUELINE POUSSEVIN, PIERRE POLLIN, CHERYL TUCKER and ELIZABETH KONIUSZKOW, for work into French, and MARY BIRD, RUTH CLINE, JAMES FEENEY, HELEN KAPS, BRIGITTE LENT, GISELA MARCUSE, JORGE PEREZ, BETTY PERKINS and TONY SIERRA, for translations into English. ☐

African Affairs

Ambassador GORDON BEYER traveled to Northwestern University to speak to a group of students and alumni, on Uganda, in a seminar sponsored by the African studies department, March 16. Ambassador DONALD NORLAND spoke to 29 fellows at the Center for Development Economics, Williams College, Mass., March 23. MARY LEE GARRISON, Office of Central African Affairs, lectured Boston College graduate students in international management and

BAMAKO, Mali—The Marine security guard detachment here, "the best in Africa," received an overall score of 93.5% in a recent inspection. From left: *Terry Adams, Pete Farwell, chargé Keith L. Wauchope, Ray Buchton, Rick Robbins, Reggie McKenzie.* Not pictured: Mike Lowery.

ACCRA, Ghana—At awards ceremony, back row, from left: *Seth Aryee, Frederick Akuffo, Sulley Agyakwa, Seth Amuani,* Ambassador *Thomas W. M. Smith, Louis Klu, Rudolph Drah, Florence Bortle, Richard Rapier, Benjamin Dzideke, Ebenezer Mantey, Jacob Dsani.*

international regional organizations, March 24-27. ALAN HARDY, Office of Southern African Affairs, discussed Namibia with students and faculty at Howard University, March 30. JENNIFER WARD, alternate director and multilateral affairs officer, Office of Inter-African Affairs, participated April 1 in a "Close-Up" seminar on South Africa. BISMARCK MYRICK, Office of East African Affairs, spoke to high school students at the Academy of Notre Dame, in Washington, on Somalia, April 13.

CHESTER A. CROCKER, assistant secretary-designate, addressed members of the Association of African Studies Programs during their annual Washington meeting, April 3, at the American Council of Education. ROBERT PRINGLE, deputy director and AID liaison officer, Economic Policy Staff, lectured faculty and students at the Army War College on economic development and stability in Africa and southeast Asia, April 14. KATHLEEN T. AUSTIN, personnel officer in the Executive Director's Office, joined the African roving administrative team on its latest swing through southern and east Africa. The team will service such posts as Lilongwe, Johannesburg, Maputo, Salisbury, Nairobi, Port Louis and Antananarivo. PAUL HARE, director of southern African affairs, and ROBERT FRASURE, country officer for Zimbabwe and Namibia, accompanied Mr. Crocker on his consultations in Africa, April 6-23. DANIEL H. SIMPSON, deputy director of southern African affairs, traveled to southern Africa recently for consultations. GREGORY T. FROST, on transfer from Lyon, took up his duties as assistant country officer for South Africa. In March, CYNTHIA HANSON transferred from the Office of Inter-African Affairs to become country officer for Botswana, Lesotho and Swaziland, and assistant country officer for Zimbabwe. ☐

Arms Control and Disarmament Agency

The agency's Policy Planning Staff has been reconstituted on an interim basis under the direction of DAVID S. SULLIVAN. JOHN F. TWOMBLY III is a member of the staff, and JOSEPH LEHMAN and WILLIAM HARRIS are serving as consultants. ROBERT T. GREY JR. and NORMAN TERRELL, who served in the Department's Bureau of Oceans and International Environmental and Scientific Affairs, have been detailed to the agency as special assistants. Mr. Terrell, a Rhodes scholar and career Foreign Service officer, was deputy assistant secretary of state for science and technology, and Mr. Grey was director of the Office of Advanced Technology. Lieutenant Colonel ALLAN MYER, of the Department of the Army's Strategic Plans and Policy Division, spoke on "Soviet Correlation of Forces," at an April 7 briefing for agency personnel. At a March 25 briefing, JOHN SHANNON and GIL BINNINGER, of Science Applications, Inc., gave a briefing on "Soviet Strategic Nuclear Targeting Analysis."

JOHN H. McNEILL, assistant general counsel for congressional relations, has been detailed to the Office of the Chairman of the Joint Chiefs of Staff, at the Pentagon, as legal adviser and legislative assistant. The three-month detail is under the agency's Senior Executive Service training program. ROBERT C. NURICK has left the agency after three years in the Bureau of International Security Programs, where he worked on a variety of arms control issues, including theater nuclear forces. ROBERT S. DUTER, who joined the agency in 1976, transferred to the Office of the Secretary of the Navy, to work on tactical aviation affairs. His last assignment was in Weapons Evaluation and Control. ☐

Consular Affairs

During the week of April 6 the bureau conducted its third annual briefing for congressional office staffs, on Capitol Hill. Assistant Secretary DIEGO C. ASENCIO provided opening remarks for the first day's sessions, and then turned the briefing over to deputy assistant secretary ROBERT E. FRITTS, who served as moderator. NORBERT J. KRIEG, deputy assistant secretary for Passport Services; JAMES L. WARD, director of the Citizens Emergency Center in Overseas Citizens Services; and ROBERT W. MAULE, deputy assistant secretary for Visia Services, each gave an overview of his office's functions and then participated in panel discussions. Also serving as panel members were VIVIAN A. FERRIN and MICHELE TRUITT, from Passport Services; EDWARD ODOM, from Overseas Citizens Services; JOHN H. ADAMS, JAKE M. DYELS, CAROL ROSE and JUDITH McHALE, from Visa Services; and DAVID CROSLAND and ANDREW CARMICHAEL, from the Immigration and Naturalization Service.

The deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ, departed April 2 for consultations on consular operations at posts in Mexico, Peru and El Salvador. CORNELIUS D. SCULLY III, director of Visa Services' Office of Legislation, Regulations and Advisory Assistance, was the guest speaker at the fourth annual National Legal Conference, at Loew's L'Enfant Plaza Hotel, in Washington, March 26. JOHN H. ADAMS, chief of Visa Services' Coordination Division, traveled to Haiti, Trinidad, Guyana and Belize, March 2-20, for consultations on general consular matters. WESLEY H. PARSONS, chief of Visa Services' Post Liaison Division, spoke at a conference in Richmond, Va., April 6, sponsored by the Virginia Commonwealth University and the U.S. Travel Data Center. The conference's topic was "Establishing a Reception Service System for International Visitors."

On March 17 WILLIAM G. MALCOMSON of Passport Services' Special Assistance Branch received a special cash award from deputy assistant secretary NORBERT J. KRIEG. The award was given in recognition of the performance he gave as acting staff assistant in the Office of the Deputy Assistant Secretary for Passport Services, and as acting agent-in-charge at the Detroit Passport Agency. Several members of the staff at the Philadelphia Passport Agency were honored recently for sustained high-level performance and were presented with cash awards and certificates. DOTTIE YOUNG, adjudication supervisor, was singled out for special recognition for her service to the Philadelphia Agency since its opening in 1967. Agent-in-charge DONALD C. CASTEEL presided at the ceremony; processing supervisor JOYCE FOWLER was in attendance.

L. TRAVIS FARRIS and RICHARD C. DUNBAR of the bureau's Systems Staff traveled to London at the end of March for installation of the Immigrant Visa Applicant Control System. Mr. Dunbar returned to London in April for trainng of the embassy staff. CARMEN DiPLACIDO, director of Citizens Consular Services, participated in the Executive Leadership and Management Program, which began April 6 at the Federal Executive Institute in Charlottesville, Va. Special assistant PAUL R. DONALDSON departed the bureau on March 20. DAVID BLOCH, a bureau management analysis officer, has left the bureau for language training. MICHAEL HANCOCK has joined the bureau as his successor. ☐

PHILADELPHIA PASSPORT AGENCY— At awards ceremony, from left: *Louise Dombi, Michael Persons, Sheila Meehan, Felicia White, Doris Sawyer, Dottie Young, Joyce Fowler, Carmen Mastropieri, Linda Barnes, Marie Kane,* agent-in-charge *Donald D. Casteel.* Recipients absent: Gloria Cummings and Harriette Weiss.

DONESTK, USSR—*David Wagner*, commercial officer, and *Stephen Kish*, science officer, with Soviet coalminers just before descending into a mine.

Economic and Business Affairs

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, testified three times before Congress: on February 26, before the Cotton, Rice and Sugar Subcommittee of the House Agriculture Committee, on the U.S.-Japan rice agreement; on March 2, before the Subcommittee on Science, Technology and Space of the Senate Commerce, Science and Transportation Committee, on minerals policy; and on March 19, before a House Appropriations subcommittee, concerning a buffer stock under the International Tin Agreement. In mid-February, he addressed the board of directors of the U.S. Feed Grains Council, in Orlando, Fla., on U.S. international agricultural policy. On March 5-6, he participated in the annual conference of the Cincinnati Council on World Affairs, as a member of the panel on energy and raw materials. On April 10, Mr. Calingaert addressed a conference in Racine, Wisc., sponsored by the Chicago Council on Foreign Relations and the Johnson Foundation, on raw materials and energy dependence. He was interviewed there on the "Conversations from Wingspread" series, carried by 200 radio stations in the United States. The ninth session of the Law of the Sea Conference met in New York, March 9-April 17. Mr. Calingaert served as a deputy U.S. representative in charge of negotiations in Committee I, concerned with deep seabed mining, except for the period April 6-10, when he was replaced by LEWIS COHEN, acting director of the Office of International Commodities.

JAMES TODD, chief of the Industrial and Strategic Materials Division, was alternate U.S. representative to the March 30-April 3 meeting of the International Natural Rubber Organization, in Kuala Lumpur, Malaysia, which was devoted to establishing the secretariat and organizing the work program for this new international commodity organization. RALPH JOHNSON, assistant chief of the Industrial and Strategic Materials Division, served as alternate representative to the third session of negotiations for a sixth international tin agreement, in Geneva, March 9-27. That session ended inconclusively, and a further meeting has been set for June. Mr. Johnson also served as the U.S. representative to the April 6-10 meeting of the International Tin Council in London. RON WOODY, of the Industrial and Strategic Materials Division, led the U.S. delegation to the NATO Economic Committee meeting, on raw materials, in Brussels, March 26-27. This meeting, which was reinforced with experts from capitals, examined the mineral supply situations of NATO members and eastern European countries.

The deputy assistant secretary for international energy policy, EDWARD L. MORSE, participated in a conference entitled "The Outlook for Crude Oil," sponsored by the Energy Bureau in Houston, Tex., March 23-24. He gave a speech on "Energy Security and International Preparedness." JOHN P. FERRITER has joined International Energy Policy as director of the Office of Energy Consumer-Country Affairs. Mr. Ferriter recently participated at a series of meetings in Paris: The ad hoc high-level group on review of the international energy program, March 30; the International Energy Agency governing board, March 31; and the high-level energy monitoring group, April 1-2, to discuss energy items for the Ottawa summit agenda. CHARLES RIES, Office of Energy Consumer-Country Affairs, attended the UN meeting on petroleum exploration strategies in developing countries, in The Hague, March 16-20.

JIM WOOLWINE of the Tropical Products Division represented the Department on the U.S. delegation to the March 26-April 3 meeting, in London, of the International Coffee Organization executive board and council. MARK LORE of the division represented the United States at a Food and Agriculture Organization working group session in Salvador, Brazil, on hard fibers. The meeting was largely devoted to discussion of possible international measures which might increase the market competitiveness of products such as sisal against synthetic substitutes. Mr. Lore also consulted with Brazilian officials, in Rio de Janeiro and Brasilia, other commodity issues, primarily on sugar and coffee.

DONALD HART, director of the Office of Food Policy and Programs, addressed the National Association of Wheat Growers, March 17, in Washington. His talk covered elements of international agricultural policy, including the embargo against the USSR. GREGORY MILLER of the Food Policy Division attended the meetings of the Food and Agriculture Organization intergovernmental groups on oilseeds and rice, in Rome, March 9-20.

A meeting of 33 member states equally divided among market economy, developing and socialist countries, of the Paris industrial property convention on the proposed revision of this convention, was held in Geneva, March 9-20, at the headquarters of the secretariat of the World Intellectual Property Organization. In addition to the discussion of certain important substantive patent issues, a decision was made to convene the second session of the diplomatic conference in Nairobi, in September, as scheduled. HARVEY WINTER, director, Office of Business Practices, attended the meeting as alternate U.S. representative.

TODD STEWART, director of the Office of Maritime Affairs, analyzed options facing the United States on the UN Conference on Trade and Development code of conduct for liner conferences, in testimony before the House Merchant Marine Subcommittee, April 2. Mr. Stewart had previously spoken on the code in appearances before a shippers' advisory board of the National Industrial Traffic League, March 11. On April 1, he addressed the annual meeting of the International Association of Independent Tanker Owners on recent developments regarding bulk shipping.

Negotiations regarding new bilateral aviation agreements were conducted in mid-April by JAMES FERRER JR. in Japan and RICHARD BOGOSIAN in Yugoslavia. Consultations with Canada are planned for early May.

Members of the Planning and Economic Analysis Staff have attended several courses recently related to their economic forecasting and research responsibilities for the bureau. On March 27 STEVE MULLER attended a training session on the use of the Data Resources, Inc., econometric model of the U.S. economy. On April 7-9 office director PAUL BALABANIS, Mr. Muller, DON GRABBENSTETTER and SHARON EARLY participated in a seminar on advanced econometric modeling techniques offered by Chase Econometric Associates.

Employees who recently entered on duty in the bureau include RITA C. JOHNSON, Office of the Assistant Secretary; JOANNE BALZANO, Office of the Deputy Assistant Secretary for International Finance and Development; DOUGLAS HARTWICK, Office of Energy Producer-Country Affairs; JUDITH SEABLUM, Office of Energy Consumer-Country Affairs; KAREN MILLIKEN, Office of Aviation; THEDA KETTLER, Office of Maritime Affairs; KATHLEEN RECK, Office of Development Finance; THERESA MACIEJEWSKI, Trade Agreements Division; and VINCENT LEWIS, Executive Staff. ☐

Human Rights and Humanitarian Affairs

Acting assistant secretary STEVE PALMER participated in the Canadian Human Rights Foundation's national conference on foreign policy and human rights, in Ottawa, March 27. After the conference he consulted with Canadian officials. On March 13, MICHAEL BACHE, economic officer, attended a conference at American University on International Humanitarian Law, organized by the International Committee of the Red Cross. JUDY JAMISON, public affairs officer, spoke to the new Foreign Service class, at the Foreign Service Institute, March 24. A University of Maryland class in continuing education heard RENEE JOYNER, United Nations and non-governmental officer, speak on the 37th UN human rights session, in the auditorium, April 3. ☐

Inspector General's Office

In a White House ceremony on March 26, PRESIDENT REAGAN signed an executive order establishing a President's Council on Integrity and Efficiency and, at the same time, announced his first six inspector general appointments. ROBERT LYLE BROWN, State's inspector general, and the five other appointees were introduced to the President, and they subsequently participated in a press conference. The new presidential council is directed toward coordination of the antifraud efforts and the development of a corps of well-trained and highly-skilled auditors and investigators. Mr. Brown appeared before the Senate Foreign Relations Committee, April 22, for his confirmation hearing. He also participated in a hearing on the consular function before the House Judiciary Committee's Subcommittee on Immigration, Refugees and International Law.

For his service as a senior inspector for over four years, DAVID R. THOMSON, who retired in January, received a Superior Honor Award in a recent ceremony in the Office of the Inspector General. The Coordination and Review Staff welcomed RENA L. OSBORN to the office on April 20, when she assumed the position of staff aide. Secretaries MICAELA KOOIMAN and LINDA DAVIES attended a five-session course on proofreading, given by the Office of Personnel Management. SHERON MAKELL took a word processing computer course. ☐

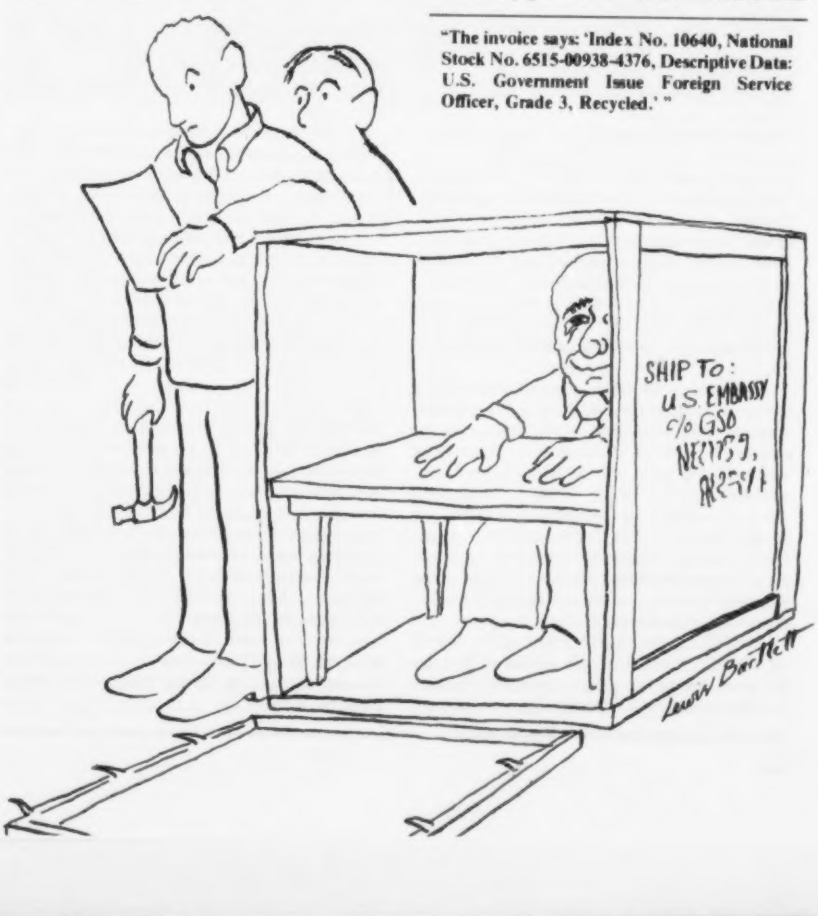
Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassador GORDON BEYER, Kampala, and Ambassador PHILIP M. KAISER, Vienna, between mid-March and mid-April.

LEWIS M. ALEXANDER, the geographer, chaired a session entitled "The New Law of the Sea and the New International Economic Order," at the 1981 International Studies Association meeting in Philadelphia, March 19. Mr. Alexander also received an award of the Association of American Geographers, at the annual meeting, April 21, in Los Angeles. The award was given "for numerous contributions to marine geography, for developing the first marine affairs program in the U.S. at the University of Rhode Island, for preparing many individuals for careers in marine affairs, for examining the legal regime of the oceans, and for creating the Law of the Sea Institute."

For the Office of Analysis for Western Europe, H. DONALD GELBER, director, addressed the 13th annual Quad-Cities World Affairs Conference, in Moline, Ill., on "An Alliance Under Fire: NATO in Disarray," March 27-28. Mr. Gelber and office staff participated in the bureau-sponsored conference on the Socialist International, at which Professor BOGDAN DENITCH, City University of New York, spoke, April 3. The conference was held in the Department. HUGH DE SANTIS, analyst in the office, was recently granted the 1980 Book Award of the

"The invoice says: 'Index No. 10640, National Stock No. 6515-00938-4376, Descriptive Data: U.S. Government Issue Foreign Service Officer, Grade 3, Recycled.' "



Society for Historians of American Foreign Relations, for his recent study of U.S. career diplomats and their perceptions of the Soviet Union, "The Diplomacy of Silence," published by the University of Chicago Press. This award is given annually to the author of the best first or second book on foreign relations. Mr. De Santis also lectured on U.S.-West European relations, at Temple University, Philadelphia, on March 27, and at St. John's University, New York, April 9.

MARTHA MAUTNER, deputy director of the Office of Analysis for the Soviet Union and Eastern Europe, addressed the Minneapolis World Affairs Council on Soviet-U.S. relations, and spoke on USSR-Third World relations to a symposium on the USSR in the 1980s, arranged by the Associated Colleges of the Twin Cities, in Minneapolis, April 3-4. On April 8, she addressed a symposium of business executives on Soviet-related issues, at Brookings Institution, Washington. DONALD GRAVES, chief, Soviet Internal Division, consulted with Embassy Tel Aviv on Russian-language publications while visiting Israel, March 21-April 8. JOHN PARKER, analyst, spoke on the Soviet Union to the French International School, Washington, April 1. H. JONATHAN BEMIS, analyst, spoke on Soviet-Polish relations at a seminar on Poland at the University of North Carolina, Chapel Hill, March 14. MORTON SCHWARTZ, analyst, discussed U.S.-Soviet relations with a University of Virginia student group, in the Department, April 8.

In the Office of Politico-Military Analysis, JAMES YELLIN is the new chief of the General Purpose and Theater Forces Division. Mr. Yellin spent the last four years in Beirut, the final two as division chief of the political section. LISA TENDER, analyst in the Strategic Forces Division, participated in the annual NATO military intelligence meeting in Brussels, April 4-11. JANET ANDRES, of the same division, attended a meeting at Kirkland Air Force Base, N.M., April 4-11, with the Weapons and Space Systems' Intelligence Committee. BETH FRISA, of the Nuclear and Scientific Division, attended a Department of Defense-sponsored nuclear weapons course at Kirkland Air Force Base, February 23-27. The following week she represented the bureau on an international nonproliferation trip to London, Brussels, Bonn and Paris.

LOUIS G. SARRIS, deputy director of the Office of Analysis for East Asia and the Pacific, spoke to some 40 visiting political science faculty members and students from Hofstra University on "Issues in American Foreign Policy," April 7. C. KENNETH QUINONES, analyst in the same office, conducted a three-hour seminar on "Korean Current Issues," at Wright-Patterson Air Force Base, O., March 25, and participated in a panel discussion entitled "Problems in East Asian Regional Stability," at Johns Hopkins School of Advanced International Studies, April 16.

ROBERT N. ALLEN, chief of the Middle America-Caribbean Division, Office of Analysis for Inter-American Affairs, attended the 1981 Southern Command Military Group conference, in Panama, March 17-20. JAMES E. BUCHANAN, analyst, spoke to a Department-sponsored seminar of scholar-diplomats concerning this bureau's role in the Department, April 8. PETER F. ROMERO, analyst, participated in a political risk assessment seminar of the Council of the Americas, in New York. He [illegible] briefed the staff of the U.S. mission to the United Nations, on current Central American developments, April 1.

RIO DE JANEIRO, Brazil—Foreign Service nationals *Avelino da Rocha Cruz* and *Ana-Maria Chiarelli de Miranda* receive Meritorious Honor Awards from consul general *John W. DeWitt*, right, and administrative officer *Andrew J. Winter*, left.

For the Office of Analysis for the Near East and South Asia, analyst LILLIAN HARRIS was elected to the board of directors of the American Association for Chinese Studies, in March; lecture on China, at Buffalo State College and Daemon College, in Buffalo, March 16; began a series of lectures on Sino-U.S. relations at Georgetown University; lectured at the Foreign Service Institute on current issues in the Magreb, in April; and lectured on Chinese Muslims, at Columbia University's Contemporary China Seminar, April 9. GARY DIETRICH, Egypt analyst, lectured students and faculty of Valparaiso University in Valparaiso, Ind., on "U.S. Policy in the Middle East," March 24. Analyst AARON MILLER lectured to the young professionals of the Chicago Council on Foreign Relations, on "U.S. and Middle East Historical Overview," April 8. STEPHEN GRUMMON, Iran analyst, traveled to the Arabian peninsula on a briefing trip in mid-March. He visited Kuwait, Saudi Arabia, Qatar and the United Arab Emirates. LARAINE CARTER, analyst for the Arabian peninsula, lectured at the Foreign Service Institute, on Saudi Arabia, April 7. Analyst WAYNE WHITE led a seminar on the Iraq-Iran war and the Gulf, at Wright-Patterson Air Force Base, O., April 7. ☐

BUENOS AIRES, Argentina—*Barbara J. Johnson*, secretary to the public affairs officer, has been cited for theatrical and musical shows presented and directed by her at the U.S. embassy, which have been described as promoting understanding between Americans and Argentinians.

Inter-American Affairs

SAMUEL EATON, deputy assistant secretary for inter-American affairs, delivered welcoming remarks at the Western Hemisphere council of International Planned Parenthood reception, in the Department, April 8. Those attending represented 39 countries. Mr. Eaton also met with corporate executives from various companies, at the Brookings Institution, to take part in a roundtable on national security issues. The topic was Western Hemisphere relations. On March 4, deputy assistant secretary JAMES CHEEK participated in the executive seminar on Central America, at the Foreign Service Institute. On April 9, he addressed the Scholar-Diplomat Program, on Central America. Acting assistant secretary JOHN A. BUSHNELL attended the International Development Bank annual board of governors meeting, in Madrid, April 5-7. GEORGE F. JONES, director, Office of Regional Political Programs, and the bureau's politico-military officer, Col. FRANCIS G. LEE, attended the military group commanders conference in Quarry Heights, Panama, March 16-19. On his return, Mr. Jones visited San Salvador and Guatemala for consultations with embassy officials. ☐

International Narcotics Matters

Acting assistant secretary JOSEPH H. LINNEMANN met with the Colombian minister of defense, CAMACHO LEYVA, during the minister's visit to the United States to discuss the progress of the Colombian narcotics program. The bureau assists the Colombian government in implementing a narcotics interdiction effort. Mr. Linnemann also met with the attorneys general of Florida, Louisiana, North Carolina, Virginia and Texas, regarding narcotics control programs currently underway. He discussed with them ways of curtailing the smuggling of drugs into the United States. VICE PRESIDENT BUSH received the group and emphasized the administration's support for these efforts.

The policy and program assessment coordinator, JOHN McGRUDER, led a joint U.S.-Thailand evaluation of the U.S.-supported narcotics control program in Thailand. JOHN LYLE, chief of the Asian Division; MANUEL GALLARDO, demand reduction consultant, and 12 Thais from five government agencies participated in the effort.

JAMES VAN WERT, executive director and controller, traveled to Mexico to discuss the status and future direction of the $6-million aviation maintenance contract for the narcotics control program there with embassy personnel and an auditor from the Defense Contract Audit Agency.

The bureau has recognized the "outstanding" work of MARIA SWEENEY, who was lauded for initiative and dedication in her work as a secretary/contracts specialist in the Controller's Office. Ms. Sweeney received a cash award. EVELYN GREEN, newly-appointed administrative assistant, completed training in the Department's personnel management procedures. The bureau welcomed CHRISTINE HANSON to the position of secretary to the executive director/controller. ☐

INTERNATIONAL ORGANIZATION AFFAIRS—Former Assistant Secretary *Richard McCall*, second from left, and Assistant Secretary-designate *Elliott Abrams*, second from right, and deputy assistant secretary *Michael Newlin* present Superior Honor Award to the Office of United Nations Political Affairs. Accepting on behalf of the office is office director *Melvyn Levitsky*, left. Office personnel honored were Grant Smith, Philip Wilcox, Harlan Lee, Douglas McElhaney, William Menold, Lawrence Pope, Joseph Proud, Frank Provyn, Robert Randolph, Laurel Shea, Alice Fisher, Esther Korenthal, Carol Landis, Clare Reynolds and Carol Mills. *(Photo by David Humphrey, Visual Services)*

International Organization Affairs

Former Assistant Secretary RICHARD L. McCALL has joined the professional staff of the Senate Democratic Policy Committee. SARAH POWER, deputy assistant secretary for human rights and social affairs, has resigned to return to the private sector. JOHN W. McDONALD JR., special negotiator, headed the U.S. delegation to the first advisory committee meeting on the International Youth Year (1985), in Vienna, March 30-April 8. Mr. McDonald also addressed Kent State University students, March 19, on "Economic Development and the United Nations." PHILIP KAPLAN, director of the Office of Multilateral Policy and Coordination, has transferred to the Policy Planning Staff. JUDY ALEXANDER has transferred from the law-of-the-sea unit to the Agriculture Directorate. JOY ROGERS has been reassigned from the mission in Geneva to the bureau. ESTRELLITA JONES, NANCY HARTLEY and AMELIA PARKER have resigned from the Policy Management Staff. FRANK DULEMBA, from the Office of Budget, has accepted a position in the Bureau of Administration. GREGORY GAY, from the Office of International Conferences, has resigned to return to the private sector. BETTY COOPER, from the U.S. mission to the Organization of American States, has accepted a position with the Senate. DONNA DRAIZE, from the Office of International Economic Policy, has transferred to the Bureau of Administration. ROBERT HAYDEN has been detailed to the U.S. Conference on New and Renewable Sources of Energy, from the International Development Cooperation Agency. BETTY REAVES, from the Transportation and Communications Directorate, has retired. HARRY PETRAQUIN, director of the Development Assistance Evaluation and Planning Staff, has been assigned to Morocco. JEAN LOUIS has transferred from Copenhagen to UNESCO, replacing JOHN McGUINNESS, who went to the Foreign Service Institute before departing for Madrid. KAREN SMITH has transferred from Lima to the Office of the Assistant Secretary. EDNA SHERRILL has transferred from the Bureau of Public Affairs to the Office of UN Budget and Administration. DOUG DEUTSCH and RONALD HOLMAN are interning in the bureau, on the Policy Management Staff and in the Office of the UN Political Affairs, respectively.

JAMES STROMAYER, U.S. coordinator for the UN Conference on New and Renewable Sources of Energy, headed the U.S. delegation to a meeting of the International Energy Agency, in Paris, on conference preparations, March 9-10. Mr. Stromayer led the U.S. delegation to the Latin American regional preparatory meeting, in Mexico City, March 16-20. The Latin American countries agreed on a regional program of action in new and renewable sources of energy, for the conference. Mr. Stromayer also represented the Department at a meeting, March 12, in New York, of the U.S. Council of the International Chamber of Commerce, on North-South economic cooperation. The agency director for transportation and communications, CONSTANTINE WARVARIV, visited Harvard University, April 23, where he spoke to the students and faculty of the Ukrainian Research Institute, on "Human Rights in the Light of the Helsinki Final Act." GRANT SMITH, deputy director of the Office of UN Political Affairs, spoke on the United Nations and maintenance of international peace and security, at the 10th annual symposium on international affairs, at Idaho State University, Pocatello, April 1-3. STEPHEN WHITMER, Office of International Economic Policy, was a member of the U.S. delegation to the 37th session of the Economic and Social Commission of Asia and the Pacific, in Bangkok, March 10-21. KENNETH YALOWITZ, Office of International Economic Policy, was a member of the U.S. delegation to the 36th plenary session of the UN Economic Commission for Europe, March 30-April 8, in Geneva. GORDON S. BROWN, director, Office of International Economic Policy, served as alternate representative of the U.S. delegation to the first donor-recipient meeting preparing for the UN Conference on Least Developed Countries, in Vienna, March 30-April 10. SAMUEL KELLER, Office of International Economic Policy, was a member of the U.S. delegation to the Economic Commission for Africa conference of ministers, in Freetown, Sierra Leone, April 6-11. NEIL A. BOYER, director for health and narcotics programs, served on the U.S. delegation to the second inter-American ministerial-level meeting on animal health, at the Pan American Health Organization headquarters, Washington, March 29-30. He served on a panel discussing the World Health Organization's infant formula code, at the Yale School of Organization and Management, April 9. He will be a member of the U.S. delegation to the meeting of the governing council of the International Agency for Research on Cancer, in Lyon, France, April 29-30, as well as the delegation to the World Health Assembly, in Geneva, May 4-22.

Ambassador JEANE J. KIRKPATRICK, U.S. permanent representative to the United Nations, addressed the founding meeting of the Committee for the Free World, in New York, February 10. On February 16, she spoke to the American Legion winter conference, in Washington, on the restoration of American strength, the desirability for a significant role for the United States in world affairs, and the obligation of the United States to "safeguard the boundaries of freedom." She addressed the Council on Foreign Relations, March 10, on human rights. With adviser JOSE SORZANO, she spoke to students from Eastern Central University, Ada, Okla., on the United States at the United Nations, March 12.

Solution to Diplo-crostic puzzle No. 9

(See April issue)

Frank Snepp.
Decent Interval

"If we fail to seize the opportunity and continue to treat Vietnam as an aberration, we cannot hope to escape the kind of leadership both in the intelligence field and in the policy-making arena that made Saigon's decent interval such an indecent end to this American tragedy."

A. Florence
B. Ronald Reagan
C. A Yellow Ribbon
D. Nine One One
E. Kitty Hawk
F. Shepardize
G. Nightingale
H. Euclidian
I. Partisan Attitude
J. Phosphates
K. Disdain
L. Endicott
M. Cyrus Vance
N. Effete
O. Non Compos Mentis
P. Tenth Of A Tenth
Q. Immigration
R. Needed
S. Tiptoe
T. Ethnic
U. Rhaetia
V. Vaccinate
W. Antedate
X. Lathe

On February 9, Ambassador RICHARD PETREE, U.S. deputy representative on the Security Council, accepted a card on behalf of RICHARD QUEEN from the New Jersey Multiple Sclerosis Group. On February 23, he was the featured speaker at the International Peace Academy's training program, at the Foreign Service Institute. Mr. Petree briefed 15 students from the Columbia University School of Journalism on the United States at the United Nations, March 2. On March 4, he spoke to the Consular Law Society, at the Harvard Club, on "Development of International Law at the United Nations." He was the keynote speaker at the opening plenary session of the National High School Model United Nations, at the United Nations, March 1. Other speakers were GEORGE MOOSE, political adviser, on Africa; STEVEN SINGER, economic adviser, on various economic issues; CARLOS SANDOVAL, economic and social adviser, on refugees; and SANDRA TAYLOR, economic adviser, on multinational corporations. WINIFRED PETERSON has been selected as secretary to Mrs. Kirkpatrick in her Washington office, replacing RUTH KIKER, who has been assigned to the U.S. mission to the Organization of American States. JACQUELINE TILLMAN has been selected by Mrs. Kirkpatrick to be her special assistant in her Washington office.

THOMAS VIOLA, information adviser, briefed students from Kent State University, O., and Bridgewater College, Va., March 6, on the United States role at the United Nations. ROBERT ROSENSTOCK, legal adviser, briefed law students from St. Laurier University, Ottawa, Canada, March 12, on the International Law Commission. On March 13, Mr. Singer briefed the United Methodist Seminar, from Illinois State University, on global negotiations, the North-South dialogue, and the New International Economic Order. FRANCIS X. CUNNINGHAM escorted SIGVARD ECKLUND, director general of the International Atomic Energy Agency, on a visit to the Three Mile Island plant, March 26. FRANK S. LANCETTI participated in the annual meeting of the presidential council of the International Organization of Legal Metrology, in Paris, April 6-10. STEPHEN J. PULASKI of the Agriculture Directorate was a member of the U.S. delegation to the sixth session of the Food and Agriculture Organization committee on agriculture, in Rome, March 25-April 3. ☐

Legal Adviser's Office

MARK B. FELDMAN, acting legal adviser, participated in a seminar "After Algiers: Protecting and Perfecting American Claims Against Iran," March 30-31, in San Francisco and again, in New York, April 6. Mr. Feldman also participated in a symposium on arbitration of U.S.-Iranian claims, in New York, April 8.

T. MICHAEL PEAY, acting assistant legal adviser for law enforcement and intelligence, served as alternate head of the U.S. delegation at an Organization of American States-sponsored inter-American conference on extradition, in Caracas, Venezuela, February 16-25. The U.S. delegation voted with the majority of delegations to adopt an inter-American convention on extradition which, if ratified by the countries concerned, could govern extradition relations for most of the countries. RONALD BETTAUER, assistant legal adviser for nuclear affairs, was a member of a U.S. delegation that traveled to Cairo, March 18-21, for negotiation of a U.S.-Egyptian agreement for peaceful nuclear cooperation, initialed March 21. ROBERT SLOAN, attorney adviser for nuclear affairs, traveled to London, Brussels, Bonn, Paris and Vienna, March 7-17, for discussions on nuclear matters. DAVID H. SMALL, assistant legal adviser for UN affairs, was the U.S. representative to the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in Geneva, March 16-April 10. THOMAS A. JOHNSON, attorney-adviser, was the U.S. representative to a working group meeting on the draft convention on the rights of the child, in Geneva, January 26-30. He also was a legal adviser on the U.S. delegation to the UN Commission on Human Rights, in Geneva, February 2 to March 13. STEPHEN R. BOND, former assistant legal adviser for UN affairs, now legal adviser to the U.S. mission in Geneva, was the U.S. representative to a working group meeting on the draft convention against torture, in Geneva, January 26-30. He was also a legal adviser on the U.S. delegation to the UN Commission on Human Rights, in Geneva, February 2-March 13, and was alternate U.S. representative to the legal subcommittee of the UN Committee on the Peaceful Uses of Outer Space, in Geneva, March 16-April 10. RALPH DRURY MARTIN, attorney-adviser, was the alternate U.S. representative to the ad hoc committee to draft a convention against the activities of mercenaries, in New York, January 19-February 13. DAVID A. COLSON, acting assistant legal adviser for oceans, international environmental and scientific affairs, was in Ottawa for maritime boundary discussions, March 10-11. PETER OLSON participated in talks in London, March 12-13, on bilateral U.S.-United Kingdom narcotics control issues. MICHAEL DANAHER participated in an Atlantic salmon treaty drafting committee meeting, March 25-28, in Ottawa.

DAVID P. STEWART, of Economic and Business Affairs, served as alternate U.S. representative to the UN conference on an international code of conduct on the transfer of technology, in Geneva, March 25-April 10. JAMES V. HACKNEY, of Economic and Business Affairs, served as alternate representative on the U.S. delegation to negotiations on a UN code of conduct relating to transnational corporations, in New York, April 6-17. JOHN R. CROOK, assistant legal adviser for economic and business affairs, served as legal adviser to the U.S. delegation in negotiations on the terms of the first replenishment of the International Fund for Agricultural Development, in Rome, March 10-11. Mr. Crook also accompanied Ambassador ROZANNE RIDGWAY to Prague, March 23-27, for claims settlement negotiations with Czechoslovakia. □

Near Eastern and South Asian Affairs

At an awards ceremony in the bureau on April 10, acting assistant secretary PETER D. CONSTABLE presented Superior Honor Awards to RALPH FRANK, Office of the Executive Director; ANDREW SENS, Office of Iranian Affairs; and ALEC TOUMAYAN and STEPHANIE VAN REIGERSBERG, Language Services Division, in recognition of their superior performance during the Iranian crisis. A Meritorious Honor Award was presented to ELI BIZIC, Office of Economic Affairs, for his performance at Embassy Bern as liaison officer with the Swiss government during the early stages of the Iranian crisis.

ERNESTINE S. HECK, Afghanistan country officer, was in Kansas City, February 10, for a program arranged by the International Relations Council. Ms. Heck spoke on Afghanistan at the Mercury Club at the University of Missouri, and at area high schools' model United Nations programs. BERNARD ALTER, Bangladesh country officer, attended the Bangladesh aid donor group meeting, April 14-16, in Paris. Ambassadors consulting in the bureau recently included ARTHUR W. HUMMEL JR., Pakistan; PHILLIP R. TRIMBLE, Nepal; and JOHN WEST, Saudi Arabia.

The director of regional affairs, GEORGE B. LAMBRAKIS, spoke on U.S. policy at a labor officer's conference, held jointly by the Departments of Labor and State, in New Delhi, March 30-April 3. PETER DODD, regional labor advisor, also attended the conference in New Delhi. En route and on return, he had consultations with local labor leaders and government officials in Colombo, Bombay, Ahmedabad and New Delhi, and also stopped in Rome and Athens to discuss the Iraqi and Afghan refugee situations. RICK SHERMAN, regional political adviser, delivered the centennial lecture, April 20, at Bethany College in Lindsborg, Kan. His subject was southwest Asia. Mr. Sherman also spoke to college classes during his visit to Bethany. □

ISLAMABAD, Pakistan—Ambassador *Arthur W. Hummel Jr.*, right, presents Meritorious Honor Award to *Charles E. Hagemann* for his performance as building and maintenance officer at Embassy Kinshasa.

Sinai Support Mission

Director FRANK E. MAESTRONE returned to the Middle East with a Department negotiating team headed by deputy assistant secretary MICHAEL E. STERNER for further discussions with the governments of Israel and Egypt on the security arrangements to be implemented in the Sinai peninsula following Israel's final withdrawal, scheduled, to be completed in April 1982. The associate director for engineering, JAMES WALLEN, was on temporary duty at the field mission, the latter part of March and first week of April. Communications support officer JOSEPH C. WELLER departed the field mission on April 1, upon completion of his tour of duty for home leave and transfer to Tokyo. Communications support officer SWAIN BRITT has arrived at the field mission to begin his tour of duty. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary-designate JAMES L. MALONE and acting deputy assistant secretary HARRY R. MARSHALL JR. attended the International Atomic Energy Agency board of governors meeting, in Vienna, February 24-27. Mr. Malone headed the U.S. delegation to the ministerial-level meeting of the Organization for Economic Cooperation and Development's Committee for Scientific and Technological Policy, in Paris, March 19-20. Mr. Marshall addressed the American Astronautical Society, March 26, in Crystal City, Va., on "Entering the 21st Century: The Global 2000 Report."

The deputy assistant secretary for oceans and fisheries affairs, MORRIS D. BUSBY, and the deputy director of the Office of Fisheries Affairs, LARRY L. SNEAD, were in Ottawa, March 25-28, to participate in formal negotiations concerning a treaty for conservation of Atlantic salmon. JAMES A. STORER, director, Office of Fisheries Affairs, was in New York, March 17-18, to discuss international fishery projects with the staff of the UN Development Program, as well as with the staff of the Rockefeller Foundation. Mr. Storer spoke before the luncheon meeting of the Marine Technology Society, at the Library of Congress, February 27. His topic was the "Utilization of Economic Criteria in U.S. Fisheries Allocations."

RICHARD E. BENEDICK, coordinator of population affairs, spoke on March 24 on "A Foreign Policy Perspective of World Population Growth," before the Population Association of America, in Washington. Mr. Benedick served as a panelist in the "Egypt Today" symposium in Los Angeles, March 31-April 3.

EDWARD BITTNER, deputy director of the Office of Food and Natural Resources, participated in the U.S.-Mexico environmental subgroup meeting in El Paso, Tex., March 10-11. THOMAS PARKER JR., Office of Food and Natural Resources, represented the Department on the U.S. delegation to the third conference of the parties to the convention on international trade in endangered species of wild fauna and flora, in New Delhi, India, February 25-March 8. SAMUEL B. THOMSEN, deputy director, Office of Cooperative Science and Technology Programs, visited Poland, March 22-27, following the Organization for Economic Cooperation and Development science ministerials in Paris, to meet with his cochairman of the Polish-U.S. Joint Board on Science and Technology Cooperation. During the visit they discussed a new draft agreement, funding for the program, and a date for the next joint board meeting. While in Warsaw, Mr. Thomsen also called on the deputy foreign minister and vice minister, and the ministry of science, education and technology. ☐

Politico-Military Affairs

JOSEPH P. SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, attended the International Studies Association meeting in Philadelphia, March 18-21. He participated in a panel discussion of "Military Co-Production and Development," and attended other meetings on arms transfers. ALLAN E. SUCHINSKY, deputy chief of the division, lectured on commercial arms sales procedures and policy, at the Pratt and Whitney Aircraft Co., West Palm Beach, Fla., March 20. IRWIN PERNICK, deputy director, Office of Security Assistance and Special Projects, lectured Woodrow Wilson School Parvin Fellows on "Issues in Political-Military Affairs," on March 24. On April 1, Mr. Pernick spoke at the Defense Systems Management College, Fort Belvoir, on "State Department Perspectives on Arms Transfers." ARNOLD KANTER traveled to Panama City, March 17, to participate in the 1981 Southern Command Group conference. Political-military affairs officer MICHAEL P. STRUTZEL attended the inter-service nuclear weapons orientation course, January 26-30, at Kirtland Air Force Base, Albuquerque, N.M. Political-military affairs officer JAMES F. SCHUMAKER was in New York, February 17-March 6, as an adviser on the U.S. delegation to the United Nations' ad hoc committee on the Indian Ocean. ☐

Public Affairs

Office of the Assistant Secretary: NORMA KLEIBER has been assigned to the bureau to assist the Department's bicentennial coordinating group.

Office of the Executive Director: JANE BRENENSTUHL has been reassigned from the Bureau of Near Eastern and South Asian Affairs to this office.

Office of the Historian: MADELEINE CHI was invited by the national humanities faculty to speak on Japanese culture to the teachers of the Wellsville-Whitesville Consortium, N.Y., March 18-20. She also gave a luncheon address on U.S.-Chinese relations, April 10, at the Foreign Service Club, to students of ROBERT DONIHI, a retired Foreign Service officer. N. STEPHEN KANE participated as a discussant on a panel concerning "The United States and South America," at the second annual conference of the Middle Atlantic Council on Latin American Studies, April 3-5, at Temple University, Philadelphia. DAVID F. TRASK, the historian, addressed a seminar at the National War College on the American intervention in World War I, March 10. In addition, he reviewed a book by Geoffrey Blainey on the causes of war, March 17, before the Military Classics Seminar, Washington.

Office of Opinion Analysis and Plans: ELOISE MALONE and SUZANNE HICKS have joined the staff of this office.

Office of Public Communication: PHYLLIS YOUNG, editor of the Department BULLETIN and executive secretary of the bicentennial coordinating group, gave a general foreign policy and bicentennial briefing to a group of high school students from the Philadelphia area, April 6.

Office of Public Programs: JILL A. SYKES has been reassigned from the Office of Security to this office. ☐

Refugee Programs

DON HUNTER, DAVID SCIACCHITANO and GARY ROSIECKI visited Bangkok, January 30-March 12, to assist the embassy in setting up a new processing system for the Orderly Departure Program. JAMES KELLEY visited Somalia, Paris and Brussels, March 5-24, to survey the refugee relief effort and camps, and to consult with officials there. MARGARET CARPENTER traveled to Geneva, where she represented the Office of the U.S. Coordinator for Refugee Affairs at the seminar on migration and refugee women, April 6-10. The International Conference on Assistance to Refugees in Africa was held April 9-10 in Geneva. JULIA TAFT represented the Office of the U.S. Coordinator for Refugee Affairs, and W. R. SMYSER and KARL BECK represented the Bureau for Refugee Programs. ■

Money quiz

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, mutilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals.

—(Continued from Page 1)

presumably, the offending country itself would have been a willing signatory. In other words, the United States must at once take the lead in moving for a revision of the Vienna conventions to provide for such a quarantine. . .

This may not prevent terrorist attacks which are not sanctioned by host governments. The treaty should, however, invoke the quarantine against a government which does not provide adequate protection to diplomatic missions in danger of attack during civil disturbances, particularly if there is clear evidence of collusion or deliberate delay. . .

The problem must be internationalized; remedies must be defined and clearly understood in advance by treaty, and must provide adequate and prompt concerted quarantine measures not only against the country which violates the treaty but also against any country which holds back or refuses to join in the quarantine. This could be accomplished by self-executing clauses in the treaty itself. Such remedies are practical, within the competence of the present international system to provide, and would preclude dangerous unilateral solutions such as declarations of war or other macho threats, which would probably result in the death of the very hostages we are trying to protect and could have disastrous and unintended global effects. An effective quarantine would also preclude reducing the aggrieved country to mere hand-wringing and expressions of frustrated impotence, as in the Iranian case.

Sincerely,
LEON B. POULLADA
Ambassador (ret.) □

Tic, tic, tic, tic. . .

CIUDAD JUAREZ, MEXICO

DEAR SIR:

I have read with great interest State 071702, concerning conversion to the Senior Foreign Service. While I have some reservations in regard to certain aspects of the subject matter, I would like to tender my wholehearted expressions of support to the concepts encompassed in the rather refreshing, if enigmatic, statement that "officers requesting promotion consideration will be competed by annual threshold boards until their tic expires or until reviewed by 6 bards, whichever is shorter."

Although I have somehow escaped affliction by the tics which are so often the professional badges and battle scars of my consular colleagues, I am delighted that management, in selecting bards to evaluate us for promotion, has finally acknowledged that performance evaluation is truly not a science, but a creative art.

Sincerely,
FRANKLYN E. STEVENS □

More 'Tremors'

FRANKFURT, W. GERMANY

DEAR SIR:

I have some "Transfer Tremors" to offer:

I was almost transferred to LOME, but I didn't want TOGO.

I was almost transferred to FIJI, but I already SUVA there.

I was almost transferred to GUINEA, but I said I CONAKRY.

They wanted to transfer me to FRANCE, but I thought they were LYON.

I was almost transferred to TABRIZ, but IRAN.

I was almost transferred to OSLO, but I said NORWAY.

Sincerely yours,
PEGGY H. TOPPING
Vice consul □

First-class travel

RANGOON, BURMA

DEAR SIR:

It seems that I am a little late in hearing about things, but I have just learned that U.S. ambassadors no longer travel first class on official travel, except on initial arrival.

I am appalled. Is our Government really unable to afford to send its ambassadors first class? Are we really in that bad shape? Are we really saving that much money by having our ambassadors sit in the tourist section while ambassadors of other countries sit in the first-class section?

I realize that I am only a voice crying in the wilderness, but I wonder if anyone else out there feels the same way I do about this. Doesn't anybody care?

Sincerely,
DAVID L.B. FRINGER, M.D.
Regional medical officer □

'Healthy, happy' women

MANAMA, BAHRAIN

DEAR SIR:

With all the debate, not to say dispute, about the role of women in and with the Service, there has sometimes been lost sight of the fact that, now and then and here and there, Foreign Service women are enjoying themselves in healthy, happy, exuberant ways, taking no direction from their male diplomatic associates while casting great credit on the missions with which they are associated.

With that bit of pomposity, I submit to snapshots, probably unusable, with a suggested caption, about recent distaff activities at

TRANSFER TREMORS .... by ebp

I was almost transferred to NORWAY, but I was toO SLOw in accepting.

I was almost transferred to OUAGADOUGOU, but my appliances were all set for 110, and I had none for the required 220 UPPER VOLTAge.

I was almost transferred to SOUTH AFRICA, but I wanted a more mixeD URBAN society.

Embassy Manama. If you can print both pictures together the caption is apt.

The ladies of Embassy Manama didn't quite win the third annual Great Muharraq Raft Race March 27, but it was all for fun and charity. Under the inspired leadership of ICA student counselor (and general services officer's wife) *Nadine Wick*, the "Dip-Stix" showed flag, strength and a sense of humor. After breasting the war-torn waves of the tension-fraught Persian Gulf, *Cathy Mohamed* (Commercial secretary) and *Maryann Minutillo* (public affairs officer's wife) kneel. Behind them, from left, are: *Iris Martin* (ICA administrative assistant), Nadine, *Jane Lombardo* (Navy doctor's wife), *Terry Soukrada* (registered nurse at Navy's administrative support unit), *Sarah Cowell* (whose husband commands the unit) and *Carol Sutherland*, an independent person related by marriage to the ambassador.

Hope you can use it.

Sincerely,
PETER A. SUTHERLAND
Ambassador ☐

Everyone's in the act

NAPLES, FLA.

DEAR SIR:

Re your recent change of name from NEWSLETTER: You may not be aware that there exists an eminently readable, highly-reputable magazine, published in Raleigh, N.C., since 1933, THE STATE—DOWN HOME IN NORTH CAROLINA.

A Tar Heel born and bred, though, in retirement, resident in Florida, I entered the Department in 1951, transferring to USIA when the information service was separated out in 1953. So I have loyalties both to my native state and to the Department. And I do not really mind that you have taken over—or borrowed—the name. . .

I just thought you'd like to know.

Yours sincerely,
JOHN P. MCKNIGHT
(FSIO-1, ret.) ☐

News from all over

The Mission Messenger at the U.S. embassy in Georgetown, Guyana, reported a "lengthy and heated argument" that resulted in a decision not to change the name of the weekly newsletter. An "important consideration was that the embassy still has many, many old letterheads" featuring the name Mission Messenger, the newsletter disclosed. One suggested new name that was rejected was Diplomatic Curry-er, proposed by G. Spitzel.

Gee, thanks

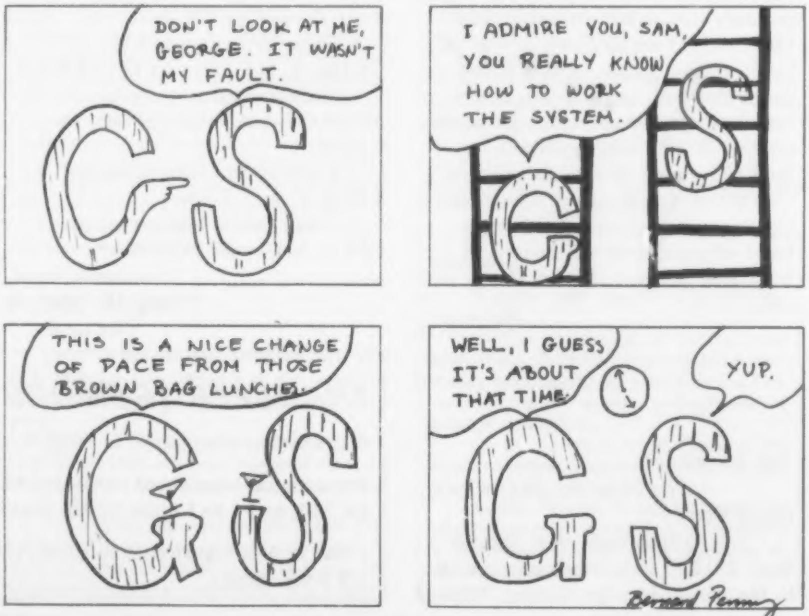
LAS VEGAS, N.M.

DEAR SIR:

Gee, how I enjoy the NEWSLETTER or, as it is now called, STATE . . . Why can't there be a column for retirees? I think that there must be many of us scattered over the world . . . To our many friends, come see us. In the north-central highlands of N.M., we have the only perfect climate in the United States. All faucets in our house have hot, cold and Coors.

Sincerely,
JOE W. BRITTON
7 Luna Dr. ■

GSs


DON'T LOOK AT ME, GEORGE. IT WASN'T MY FAULT.
I ADMIRE YOU, SAM, YOU REALLY KNOW HOW TO WORK THE SYSTEM.
THIS IS A NICE CHANGE OF PACE FROM THOSE BROWN BAG LUNCHES.
WELL, I GUESS IT'S ABOUT THAT TIME.
YUP.
Bernard Penny

Obituaries

Herbert Foss, 56, a technical information specialist in the Foreign Affairs Information Management Center, Information Resources Management Branch, died on February 23 in Arlington, Va. A former employee of the Central Intelligence Agency, 1953-67, he also worked for the Stanford Research Institute for two years before joining the Department in 1970. Mr. Foss was assigned to the Office of Operations, Substantive Information Systems Staff, as a systems analyst officer. From 1972-74, he worked in the Analysis Branch, becoming a technical information specialist in 1974. Mr. Foss was a graduate of George Washington University. He served in the Army Air Force during the war. Survivors include his wife, of 1900 S. Eags St., Arlington, and three sons from an earlier marriage. □

Mr. Foss

Carl E. Taylor, 58, a freight traffic officer with the U.S. Despatch Agency in Baltimore, died of heart arrest at Baltimore County General Hospital on March 27. He worked for the old War Department and served in the Army for two years before joining the State agency in 1946. Assigned to the New York office as a transportation rate clerk, he became a transportation rate auditor in 1947 and a freight traffic assistant in 1955. He was transferred to the Baltimore office in 1959. Mr. Taylor, a native of New York, leaves his wife, of 3836 Elmcroft Rd., Randallston, Md. 21133. □

Miriam E. Nixon, a retired Foreign Service secretary, died on March 26. She was 61. Ms. Nixon, a native of New York, joined the Foreign Service in 1955. She served in Tunis, Bombay, Rome, Fukuoka, Rio de Janeiro, Barbados, Lima, Ismir, Caracas and the Bureau of Inter-American Affairs before retiring in 1979. Survivors include two brothers, Charles, and Dudley, of 77-34 Austin St., Forest Hills, N.Y. 11375. □

Buelah A. Buck, 68, a Foreign Service secretary from 1945 until her retirement in 1972, died on March 15. She was assigned to Bangkok twice, in 1952 and 1969, and also served in Belgrade, New Delhi, Phnom Penh, Oslo, Salisbury and the Bureau of Personnel. Ms. Buck was born in Connecticut. Survivors include her sister-in-law, Amy Buck, of 49 Cedar Island Rd., Narragansett, R.I. 02882, and a nephew. □

Harold C. Wood, 84, a consular officer whose last assignment was to San Pedro Sula as principal officer in 1958, died on February 16. Early assignments in his career, which began in 1921, include Guaymas, Salena Cruz, Durango, Mexico City and Vera Cruz. He was assigned to Piedras Negras, 1929-40 and 1947-49. In addition to details in Villa Acuna and Manzanillo, he served in Guadalajara, Tampico and Buenos Aires before retiring in 1962. Mr. Wood, a native of Boston, served in the Army, 1917-19. Survivors include his wife, of 14410 Briarmist, San Antonio, Tex. 78247. □

Carlos Miguel Alcivar, 83, a retired Foreign Service officer, died of emphysema and bronchial pneumonia at a nursing home in Guayaquil, Ecuador, on February 23. A native of Guayaquil, Mr. Alcivar joined the Foreign Service in 1942 and served as a vice consul in Mexico, Costa Rica, Peru and Guayaquil. After retiring in 1962, he lived in Costa Rica and San Francisco, and then returned to Guayaquil in June 1980. Mr. Alcivar is survived by a niece, Josefina Alcivar, of El Oro No. 1.020 and Villavicencia, Guayaquil, Ecuador. □

Arthur R. Ringwalt, 81, a retired consular officer who served for many years in the Far East, died on February 14. A native of Nebraska, he joined the Foreign Service in 1928 and served in Shanghai, Peiping, Yunnanfu, Tientsin, Chungking, Kweilin and Kunming. Returning to Washington in 1945, he was chief of the Division of Chinese Affairs for two years and was detailed to the Naval War College, 1948-49. Mr. Ringwalt served as consul general in London and Kingston before retiring in 1959.

Prior to joining the Foreign Service, he worked for an insurance company, 1916-20, and was a European representative for a U.S. firm, 1922-25. Mr. Ringwalt attended the Sorbonne, 1922-24. Survivors include his wife, of Shady Lane, Chapel Hill, N.C. 27574. □

Florence Spivack, 59, wife of Foreign Service officer Herbert D. Spivack, who retired in 1976, died of cancer in New York on March 27. Mrs. Spivack accompanied her husband to his many posts which included Phnom Penh, New Delhi, Dacca and Munich. Her husband, of 211 E. 70th St., New York, N.Y. 10020, is the only known survivor. □

Mary Ellen Biggane, 95, mother of retired Foreign Service officer Helen Biggane, died on March 11 in Belen, N.M. Mrs. Biggane lived with her daughter in Athens, Luanda, Rotterdam and Rio de Janeiro. In addition to Helen Biggane, of 700 Western Dr., Belen, N.M. 87002, she leaves two other daughters, a son, 10 grandchildren and nine great-grandchildren. ■

Department of Tax Breaks

U.S. savings bonds have unique tax-deferral advantages. Owners never pay state or local income tax on the interest, and they can postpone reporting the interest for federal income taxes until their bond is redeemed or reaches final maturity. This means that bondholders often can choose their best time to report interest, e.g., when they are retired or otherwise in a lower tax bracket.

Library Booklist

South Africa

Selected new books—Part II—Race relations*

ADAM, Heribert and H. Giliomee. *Ethnic power mobilized: can South Africa change?* New Haven, Yale, 1979, 308p. DT888.A3

AMNESTY INTERNATIONAL. *Political imprisonment in South Africa.* London, Amnesty International, 1978. 105p. HV9850.S.A7

BERNSTEIN, Hilda Watts. *No. 46—Steve Biko.* London, International Defense and Aid Fund, 1979. 150p. DT779.8.B48B47

BIKO, Stephen. *I write what I like: a selection of his writings* edited with a personal memoir by Aelred Stubbs. New York, Harper and Row, 1978. 216p. DT763.B48

BIKO, B. S. *Steve Biko: black consciousness in South Africa.* New York, Random House, 1978. 298p. DT779.8.B48B5

BIKO, B. S. *The testimony of Steve Biko.* London, Temple Smith, 1979. 298p. JC599.A2B5

BLAIR, Jon and Norman Fenton. *The Biko inquest.* London, Rex Collings with the Royal Shakespeare Co., 1978. 61p. PR6052.L3428B54 (A dramatization)

BREYTENBACH, W. J. *The new racism.* Capetown, Maskew Miller, 1978. 84p. DT763.B644

BUTHELEZI, Gatsha. *Power is ours.* New York, Books in Focus, 1979. 198p. DT763.6. B87

CORNEVIN, Marianne. *Apartheid, power, and historical falsification.* Paris, UNESCO, 1980. 144p. DT763.C58

DREYER, Peter. *Martyrs and fanatics: South Africa and human destiny.* New York, Simon and Schuster, 1980. 255p. DT763.D7

DUGARD, C.J.R. *Human rights and the South African legal order.* Princeton Univ. Press, 1978. 470p. JC599.S6D8

FREDERICKSON, George M. *White supremacy; a comparative study of American and South African history.* New York, Oxford Univ. Press, 1981. On order.

GERBER, Beryl A. *Soweto's children: the development of attitudes.* New York, Academic Press, 1980. 215p. On order.

GERHART, Gail M. *Black power in South Africa: the evolution of an ideology.* Berkeley, Univ. of California Press, c1978. 364p. DT763.6.G47

GREENBERG, Stanley B. *Race and state in capitalist development: comparative perspectives.* New Haven, Yale Univ. Press, 1980. 489p. HT1531.G73

HARE, A. Paul et al., eds. *South Africa: sociological analyses.* Capetown, Oxford Univ. Press, 1979. 430p. HN801.A8S67

HELLMAN, Ellen and Henry Lever, eds. *Race relations in South Africa: 1929-1979.* New York, St. Martin's Press, 1980. 278p. On order.

HERBSTEIN, Denis. *White man, we want to talk to you.* London, A. Deutsch, 1979, 270p. DT763.H44

HIRSON, Baruch. *Soweto; roots of a revolution? South African students from classroom to battleground.* London, E.J. Brill, 1979. 192p. On order.

HIRSON, Baruch. *Year of fire, year of ash: the Soweto revolt: roots of a revolution?* London, Zed, 1979. 348p. DT763.H5

HUGO, Pierre, comp. and ed. *Quislings or realists: a documentary study of "Coloured" politics in South Africa.* Johannesburg, Ravan, 1978. 744p. DT779.9.Q58

INTERNATIONAL Conference on Intergroup Accommodation in Plural Societies, Capetown, 1977. *Intergroup accommodation in plural societies: a selection of conference papers.* New York, St. Martin's Press, 1978. 482p. HM131.I53

KANE-BERMAN, John. *Soweto: black revolt, white reaction.* Johannesburg, Ravan Press, 1978. 268p.

LAMBLEY, Peter. *The psychology of apartheid.* Athens, Univ. of Georgia, 1981. 291p. On order.

LAURÉ, Jason and E. Lauré. *South Africa, coming of age under apartheid.* New York, Farrar Straus Giroux, 1980. DT763.L33

LITVAK, Lawrence et al. *South Africa, foreign investment and apartheid.* Washington, Institute for Policy Studies, 1978. 100p. HG5851.A3L57

MAGUBANE, Peter. *Magubane's South Africa.* New York, Knopf, 1978. 115p. DT763.M316 (Pictorial work. Preface by Andrew Young.)

MAGUBANE, Bernard. *The political economy of race and class in South Africa.* New York, Monthly Review Press, 1979. 364p. DT763.M315

MANDELA, Nelson. *The struggle is my life.* London, International Defense and Aid Fund, 1978, 209p. DT779.95.M36A58

NGUBANE, Jordan K. *Conflict of minds.* New York, Books in Focus, 1979, 334p. DT763.N46

POTGIETER, Pieter. *Index to literature on race relations in South Africa, 1910-1975.* Boston, G.K. Hall, 1979. 555p. Z3608.R3P67 Ref.

PRICE, Robert M. and Carl G. Rosberg, eds. *The apartheid regime.* Berkeley, Institute of International Studies, Univ. of California, 1980. 376p.

ROBERTSON, Ian and Phillip Whitten, eds. *Race and politics in South Africa.* New Brunswick, N.J., Transaction Books, 1978. 273p. DT763.R18

SERFONTEIN, J.H.P. *Brotherhood of power: an expose of the secret Afrikaner Broederbond.* Bloomington, Indiana Univ. Press, 1978. 278p. DT888.S47

SIMKINS, Charles and Cosmas Desmond, eds. *South African unemployment: a black picture.* Pietermaritzburg, Univ. of Natal, 1978. 134p. HD8801.S69

SOUTH AFRICA. Commission of Inquiry into legislation affecting the utilization of manpower. *Report.* Pretoria, The Commission, 1979. 286p. K123.S7.4.L2S65

SOUTH African Institute of Race Relations. *South Africa in travail: the disturbances of 1976/77:* evidence presented by the S.A. Institute of Race Relations to Cillie Commission of inquiry into the riots at Soweto—: South Africa, Institute of Race Relations, 1978. 143p. DT763.S59

STARCKE, Anna. *Survival: Taped interviews with South Africa's power elite.* Capetown, Tafelberg, 1978. 217p. On order.

UNITED NATIONS. Dag Hammarskjold Library. *Apartheid: a selective bibliography on the racial policies of the government of the Republic of South Africa, 1970-78.* New York, United Nations, 1979. 50p. JX1977/ST/LIB SER.B/28 Ref.

WILKINS, Ivor and Hans Strydom. *The Broederbond: the most powerful secret society in the world.* New York, Dunlap, 1979. 458p. On order.

WOODS, Donald. *Biko.* New York, Paddington Press, 1978. 288p. DT779.8.B48W66 ■

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

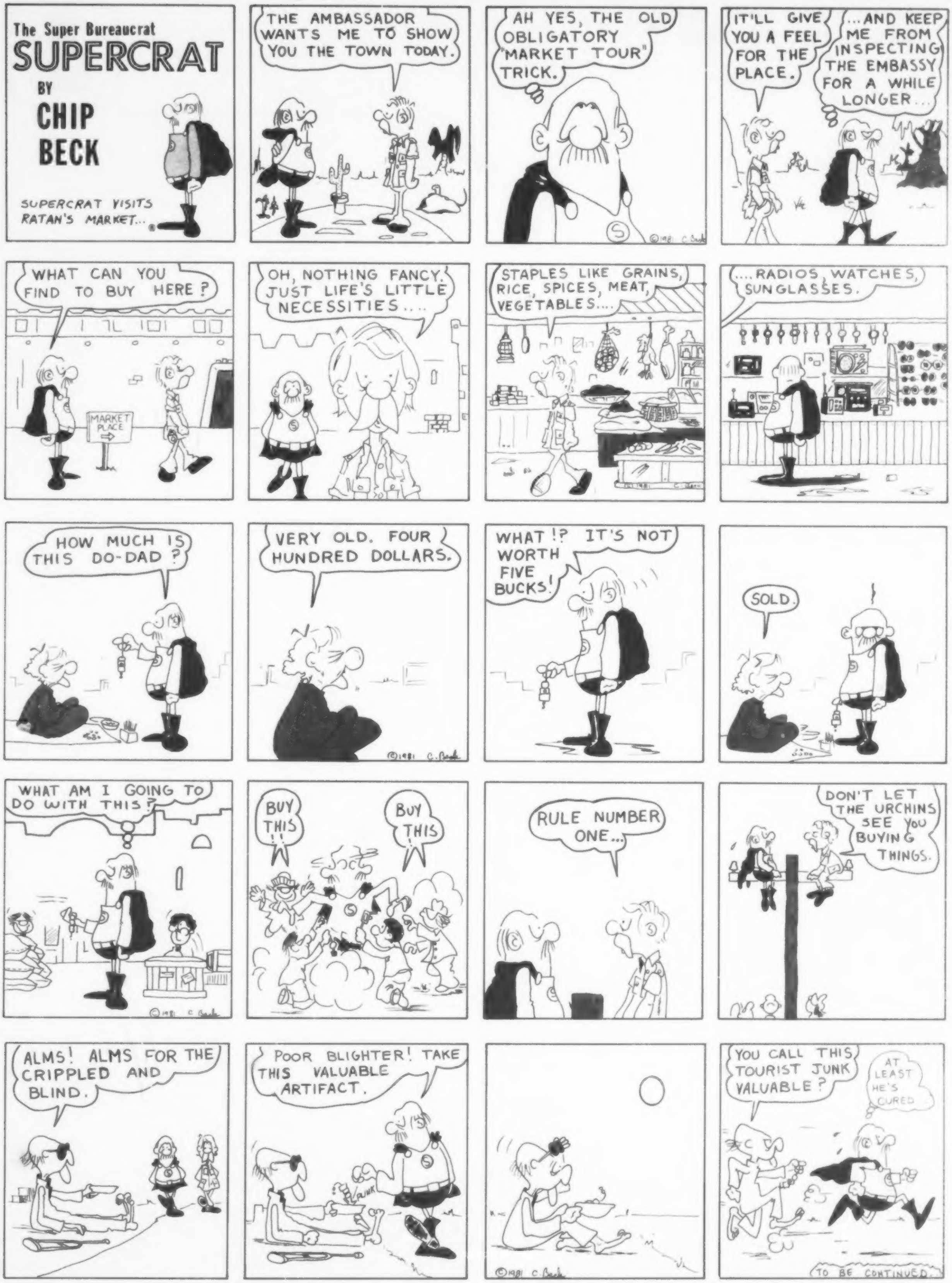
—Daily newspapers (back issues on microfilm)

Art by Foreign Service women

To help celebrate the Department's bicentennial, the Association of American Foreign Service Women will sponsor an art show to exhibit works by its members. The show will open June 1 in the Exhibition Hall of the Department, and will continue through August 10. □

---

*Part I comprised general topics, history and U.S.-South African relations. Call numbers are given for those books in the State Department Library.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
SUPERCRAT VISITS RATAN'S MARKET...
THE AMBASSADOR WANTS ME TO SHOW YOU THE TOWN TODAY.
AH YES, THE OLD OBLIGATORY "MARKET TOUR" TRICK.
©1981 C. Beck
IT'LL GIVE YOU A FEEL FOR THE PLACE.
...AND KEEP ME FROM INSPECTING THE EMBASSY FOR A WHILE LONGER...
WHAT CAN YOU FIND TO BUY HERE?
MARKET PLACE
OH, NOTHING FANCY. JUST LIFE'S LITTLE NECESSITIES....
STAPLES LIKE GRAINS, RICE, SPICES, MEAT, VEGETABLES....
©1981 C. Beck
....RADIOS, WATCHES, SUNGLASSES.
HOW MUCH IS THIS DO-DAD?
VERY OLD. FOUR HUNDRED DOLLARS.
©1981 C. Beck
WHAT!? IT'S NOT WORTH FIVE BUCKS!
SOLD.
$5.00
WHAT AM I GOING TO DO WITH THIS?
©1981 C. Beck
BUY THIS!!
BUY THIS
RULE NUMBER ONE...
DON'T LET THE URCHINS SEE YOU BUYING THINGS.
ALMS! ALMS FOR THE CRIPPLED AND BLIND.
POOR BLIGHTER! TAKE THIS VALUABLE ARTIFACT.
PLUNK
©1981 C. Beck
YOU CALL THIS TOURIST JUNK VALUABLE?
AT LEAST HE'S CURED
TO BE CONTINUED.

DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

U S MAIL

CONTROLLED CIRCULATION RATE

235

NEWARK PUBLIC LIBRARY

JUN [illegible]

State

The Newsletter United States Department of State June 1981

THE COVER—This State Department "class picture" was taken on the steps of Old State in 1922, when Charles Evans Hughes, first row, center, was Secretary. The gentleman with the beard, at the right of Mr. Hughes, was Assistant Secretary Alvey A. Adee, who served the Department for nearly 50 years. Can you name some of the others? The photo was featured in a bicentennial exhibit, "Diplomats of Yesteryear," on Foreign Service Day in the Diplomatic Lobby. (Story on Page 2.)

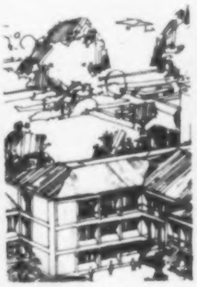
United States Department of State

State

June 1981
No. 235

4

15



26

37

News stories

2 Hundreds attend Service 'homecoming'
6 President names Coons as envoys: a first
8 "Bicentennial Theater" features U.S. history
18 Cairo mounts mental health program
26 State's new building designs win praise

Feature stories

20 'I should have looked before I leaped'
21 On the role of Foreign Service wives
23 Moving: memories and tears

Photo story

34 Post-of-the-month: Georgetown

Departments and features

25 Alcohol awareness
38 "American Diplomacy"
6 Appointments
24 "Ask Dr. Korcak"
53 Bureau Notes
32 Current Publications
39 Diplo-Crostic, by Becker
32 Education and Training
29 Grievance Actions
1 Letters to Editor
68 Library Booklist
59 Look-Alikes
8 News Highlights
66 Obituaries
40 Personnel: Civil Service
48 Personnel: Foreign Service
64 Transfer Tremors

11 .... Travels of the well-traveled

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

Letters to the Editor

Our Vietnamese employees

WASHINGTON

DEAR SIR:

The letter from James H. DeCou in April raised a question that many people are concerned about—what is being done for Vietnamese former U.S. Government employees who are still in Vietnam? While we make every attempt possible to help these people depart Vietnam and come to the United States, our efforts are frequently stymied by the fact that the Vietnamese authorities determine who may legally depart their country, and also by our caution in trying to be of assistance without placing our former employees in jeopardy with the Vietnamese authorities.

In 1979, the UN high commissioner for refugees reached agreement with the Vietnamese authorities to allow persons accepted for resettlement by other countries to leave Vietnam. Under the procedures established in 1980 for the Orderly Departure Program (ODP), the U.S. Government presents a list of those who qualify for the program to the Vietnamese authorities through the commissioner. Those authorities present to the U.S. Government, through the commissioner, lists of Vietnamese nationals who have permission to leave. People who appear on both lists are eligible for departure to the United States after final interviews and processing in Vietnam.

Vietnamese former employees of the U.S. Government with between 1 and 15 years of service are eligible to be processed under the program as refugees. Those with 15 or more years of service may be eligible for special immigrant visas (SE-1). Immediate family members, and in some cases other dependent relatives, are processed along with the former employees.

In order to protect these people,

—(Continued on Page 64)

Foreign Service Day

The event this year was the biggest ever

It was lunch by lottery and 2 (count 'em: 2) receptions

Robert M. Beers, left, of the American Foreign Service Association; director general Joan M. Clark; and Theodore J. Hadraba of Diplomatic and Consular Officers, Retired, pick winners of luncheon lottery. (Photo by Donna Gigliotti)

MORE THAN 1,100 retired Foreign Service employees and their spouses returned to the Department on May 8 for the 16th annual Foreign Service Day. The "homecoming" and reunion broke all attendance records, dwarfing the previous high of 700 in 1980. When the subscription luncheon in the Benjamin Franklin State Dining Room prompted 572 requests for the 235 available places, names were chosen by lottery to fill the seats. With fire regulations limiting the number of guests, the evening reception for the first time was held at two locations—as traditionally, in the Diplomatic Reception Rooms on the eighth floor, but also on the terrace level of the Federal Reserve Board Building, next door on 21st Street. Secretary Haig was the host at both receptions, and he spoke at both.

The reunion, sponsored jointly by the Department, the American Foreign Service Association (AFSA), and Diplomatic and Consular Officers, Retired (DACOR), was one of the major events in the Department's yearlong observance of its bicentennial. The "200th anniversary" theme was featured throughout the event-filled program. Secretary Haig used a sword to cut the huge birthday cakes at each reception as Army and Air Force bands played the national anthem and then "Happy Birthday," and as guests toasted the Department with champagne.

Earlier, awards for achievement were presented to two retired ambassadors, U. Alexis Johnson and Marshall Green; a memorial plaque was dedicated honoring the eight servicemen who died in the "noble effort to free our beleaguered colleagues," the 52 American hostages held in Iran; and five U.S. diplomatic couriers, killed in line of duty since February 1943, were eulogized. Their names were engraved on a second memorial plaque.

The program also included remarks by Joan M. Clark, director general of the Foreign Service, and DACOR president Maurice Bernbaum and AFSA president Kenneth Bleakley; an address by Jeane J. Kirkpatrick, U.S. permanent representative to the United Nations, and another by Walter J. Stoessel Jr., under secretary for political affairs; a luncheon address by Ambassador L. Bruce Laingen, who was chargé d'affaires in Iran; and seminars on the Foreign Service and on current issues. Deputy Secretary William P. Clark read a message from President Reagan saluting the Foreign Service.

Mr. Johnson, who holds the rank of career ambassador—highest in the Foreign Service—received the Foreign Service Cup. He was cited for "nearly half a century of dedicated public service" that included "exceptionally meritorious contributions" to relations with Japan, China, Thailand and other countries of East Asia, where he had served as ambassador for many years.

Mr. Green received the Director General's Cup. He was cited for "addressing the challenge of global population growth" and for "bringing. . .credit to the principles of professionalism and

Secretary Haig cuts the cake. (Photo by David M. Humphrey, Visual Services)

duty which he exemplified during his Foreign Service years." Mr. Green, too, served as an envoy in East Asia, and also as assistant secretary for that region and as the Department's coordinator of population affairs.

An early-afternoon seminar on "The Present and Future of the Foreign Service" included as panelists Miss Clark; Mr. Bleakley; Ambassador Horace Torbert, representing DACOR; and Clint A. Lauderdale, deputy assistant secretary for personnel. This was followed by four concurrent seminars. The speakers and their topics were:

- The Middle East and the Persian Gulf: Nicholas A. Veliotes, assistant secretary-designate, Near Eastern and South Asian affairs, principal presentor; David Korn, director, Israel and Arab-Israeli affairs; W. Nathaniel Howell, director, Lebanon, Jordan, Syrian Arab Republic and Iraq affairs; and Robert Pelletreau, director, Arabian Peninsula affairs.
- Central America and the Caribbean: Thomas Enders, assistant secretary-designate, inter-American affairs, principal presentor; John Blacken, director, Central American affairs, and Robert Warne, director, Caribbean affairs.
- U.S.-Soviet relations: John D. Scanlan, deputy assistant secretary for European affairs, principal presentor; Robert German, director, Soviet Union affairs; and Martha Mautner, deputy director, Office of Analysis for the Soviet Union and Eastern Europe, Bureau of Intelligence and Research.
- Resource diplomacy (energy and trade): Michael Calingaert, deputy assistant secretary for international resources and food diplomacy, Bureau of Economic and Business affairs, principal presentor; Harry Kopp, deputy assistant secretary, trade and commercial

From left: ***Director general Clark; DACOR president Bernbaum; Ambassadors Green*** **and** ***Johnson,*** **award winners;** ***Deputy Secretary Clark; Under Secretary Stoessel; AFSA president Bleakley. (Photo by David M. Humphrey, Visual Services)***

affairs; and John Ferriter, director, energy consumer-country affairs.

Afterwards, hundreds jammed into the Diplomatic Lobby to attend the memorial dedication ceremonies. A Marine honor guard, in full dress uniform, stood at attention as Deputy Secretary Clark told the audience: "We stand hushed today in the presence of . . .the names of those who died in the line of duty, engraved in bronze. . .Let us remember two groups of hidden heroes: [members of] the modern-day Diplomatic Courier Service, five of whom met death because of the singular nature of their duties—travel demands of their profession; and the eight military men, our adopted brothers, who gave their lives for us in the hope of rescue. We salute them."

In Diplomatic Lobby, from left: ***Mr. Bleakley, Mr. Verrier*** **and** ***Deputy Secretary Clark. (Photo by David M. Humphrey, Visual Services)***

Haig supports 1980 act

The Foreign Service Act of 1980 "has our full support," Secretary Haig asserted in talks he gave at two receptions on Foreign Service Day. "What I want to underline is," he said, "there is no substitute for the professional. He is absolutely essential to the formulation of successful American policy. . .I come here to tell you how proud we are of our Foreign Service."

Mr. Bleakley presented the bronze plaque honoring the servicemen to Mr. Clark, who accepted it on behalf of the Department. Alfred J. Verrier, president of the Diplomatic Couriers Association, presented the couriers' plaque. Two Marines then placed a large wreath of flowers at the base of AFSA's Memorial Plaque in memory of "our fallen colleagues."

The eight servicemen honored were Capt. Richard L. Bakke, Air Force; Sgt. John D. Harvey, Cpl. George N. Holmes Jr. and SSgt. Dewey L. Johnson, Marines; and Capt. Harold L. Lewis, TSgt. Joel C. Mayo, Capt. Lyn D. McIntosh and Capt. Charles T. McMillan II, Air Force.

The five diplomatic couriers who lost their lives and whose names are engraved on the other bronze plaque were James N. Wright, killed in Lisbon, Portugal, February 22, 1943; Homer C. White, in Lagos, Nigeria, December 4, 1945; Richard T. Dunning, in Sanoyea, Liberia, June 22, 1951; Willard M. Fisher Jr., in Mkwaja, Tanganyika, March 29, 1953, and Joseph P. Capozzi, in Douala, Cameroon, May 10, 1963. The citation honoring the couriers concluded: "For it must be remembered that diplomatic couriers, through continuous travel and the singular nature of their duties, are constantly in harm's way." The two plaques will be put on permanent display at a later date.

"Alumni" came to the reunion from all sections of the United States. Among them were Ambassador Frances E. Willis, who served as U.S. envoy to Switzerland, Norway and Ceylon (Sri Lanka) and who attained the rank of career ambassador during her distinguished 37-year career in the Foreign Service, and other notables such as Ambassador Ellsworth Bunker, former envoy to Argentina, Italy, India, Nepal, and Viet-Nam, and U.S. negotiator of the Panama Canal treaties; Ambassador Jacob D. Beam, former envoy to Poland, Czechoslavakia and the Soviet Union; and Ambassador James W. Riddleberger, former envoy to Yugoslavia, Greece and Austria. Recent retirees on hand included Ambassador David D. Newsom, former under secretary for political affairs. Among the "veteran" retirees was Cornelius van Engert, 93, one of the oldest living Foreign Service officers.

The first name drawn in the luncheon lottery was that of Michael R. Gannett, from West Cornwall, Conn. He not only got a chance to hear Mr. Laingen; he was invited by Miss Clark to sit at the head table.

DACOR and AFSA scheduled separate events to mark the "homecoming." DACOR sponsored an evening cocktail-buffet and reception on May 7, at the organization's headquarters, 1718 H Street N.W. It was quickly oversubscribed; many checks had to be returned because the attendance was limited to 150. AFSA sponsored a buffet-brunch at the Foreign Service Club, 2101 E Street N.W., on May 9. It was sold out days in advance.

—Barnett B. Lester □

'We feel good about our country'—Laingen

Ambassador Laingen at the luncheon podium. (Photo by David M. Humphrey, Visual Services)

Ambassador L. Bruce Laingen, speaking at the Foreign Service Day luncheon, discussed some of the impressions he and his colleagues gained from their 444-day ordeal as hostages in Iran. The former chargé d'affaires said: "We learned how little we know about terrorism, and how difficult it is to cope with it." He urged Americans to have a greater understanding of Iran and Islam. "Iran matters a great deal to us," he asserted. "We need to keep an open mind. As President Reagan said at our homecoming ceremony at the White House: 'Revenge is not worthy of us.' We are a nation of laws."

"We also learned the value of friends," Mr. Laingen added. He paid tribute to the American people for the "warmth and strength" of their support during the long captivity. He saluted the families of the hostages. But the real heroes, he said, are the eight servicemen who lost their lives in the rescue attempt.

He added: "The hostages came out alive, and our country found itself unified. Iran, on the other hand, found itself isolated. It is hurt; not we. . .We feel good about our country."

In answer to a question from the audience, Mr. Laingen asserted he did not think the U.S. news media had prolonged the crisis by extensive, round-the-clock coverage. "I agree with Frank Reynolds of ABC, last year's luncheon speaker on Foreign Service Day, that it was impossible to turn it off."

To another question, Mr. Laingen said the hostages were released in January because "the Iranians were worried about the situation in their country, by the war with Iraq, and about what the incoming Reagan administration might do to end the crisis." ●

Appointments

The Coons get 'his' and 'her' ambassadorial assignments

President Reagan picks Carleton for Nepal, Jane for Bangladesh

IN THE FIRST "tandem assignment" of ambassadors in Department history, President Reagan has announced his intention to nominate Carleton S. Coon Jr. as his envoy to Nepal, and Mr. Coon's wife, Jane Abell Coon, as his envoy to Bangladesh. The two nations, on the Indian subcontinent, nearly abut one another.

The action by the President recalled another "first"—the marriage of two ambassadors in the same part of the world. On January 3, 1967, Carol C. Laise, then ambassador to Nepal, was married in the mountain kingdom to Ambassador-at-large Ellsworth Bunker, who was shortly to become the envoy to Vietnam.

Both Mr. and Mrs. Coon are career members of the Service. He joined in 1949, she in 1956. Both are serving currently in the Bureau of Near Eastern and South Asian Affairs, she as a deputy assistant secretary, he as country director in the Office of North African Affairs. They drew these assignments in 1979.

The Coons have six children. The youngest was to graduate high school this month. The next youngest is in college and is expected to spend the summer with the couple, whose nominations would be subject to Senate confirmation. The next four children are "grown up and have their own interests, but we expect them to visit us from time to time," their father said.

Commenting on the projected "tandem assignment," Mr. Coon told STATE: "I am glad to be out front on this demonstration that the system is flexible enough to accommodate itself to such circumstances."

Mr. Coon began his Foreign Service career as vice consul in Frankfort on Main in 1949. He later served as consular and economic officer in Damascus, 1952-56; economic officer in New Delhi, 1956-59; and foreign affairs officer in Washington, 1959-61.

The Coons with President Reagan. (White House photo by Bill Fitz-Patrick)

He then became officer in charge of Cyprus affairs, and an international relations officer in the Department, serving until 1963. He was assigned to Tabriz as principal officer that year. Mr. Coon returned to the Department in 1965 to become officer in charge of India, Nepal and Ceylon affairs. After a year's study at the National War College, 1968-69, he was designated chief of the Presidential Appointments Staff, in the Office of the Director General of the Foreign Service.

In 1970 Mr. Coon became deputy chief of mission in Kathmandu, Nepal. Three years later he was assigned as diplomat-in-residence at Carleton College. In recent years he has served as deputy chief of mission and minister-counselor at Rabat, 1974-76, and deputy director of the Foreign Service Institute, 1976-79.

Mr. Coon was born in Paris on April 27, 1927, and received a bachelor's cum laude from Harvard in 1948. He served with the Army from 1945 to 1946. He won the Department's Commendable Service Award in 1959.

Mrs. Coon joined the Department as an administrative aide in 1951. She became a foreign affairs officer the following year, and then an intelligence research analyst, serving until 1957. In the previous year she became a Foreign Service officer. She was assigned as a second secretary at Karachi in 1957, and returned to Washington in 1959 to take Hindi language training at the Foreign Service Institute.

In 1960 she went to India as consul in Bombay. She later served as first secretary in New Delhi, 1965-67, and foreign affairs officer in the Department, 1967. Mrs. Coon resigned from the Foreign Service that year. She returned in 1976—this time as an international relations officer in the Bureau of Oceans and International Environmental and Scientific Affairs. In 1977 she became director of Pakistan, Afghanistan and Bangladesh affairs.

Mrs. Coon was born in Durham, N.H., on May 9, 1929. She was a Phi Beta Kappa graduate at the College of Wooster in 1951. □

T. O. Enders: Inter-American affairs

President Reagan has announced his intention to nominate Thomas O. Enders, since 1979 U.S. representative to the European Communities in Brussels, as assistant secretary for inter-American affairs, succeeding William G. Bowdler.

Mr. Enders

Mr. Enders joined the Foreign Service in 1958. After an assignment as an intelligence research specialist in the Bureau of Intelligence and Research, 1959-60, he became a visa officer, then an economic officer in Stockholm. He returned to Washington as a supervisory international economist in the Bureau of European Affairs, serving there from 1963 to 1966. He was special assistant in the Office of the Under Secretary for Political Affairs, 1966-68, and then became deputy assistant secretary for international monetary affairs, 1968-69.

From 1969 to 1971 Mr. Enders was deputy chief of mission in Belgrade, and from 1971 to 1974 he held the same position in Phnom Penh. He was named assistant secretary for economic and business affairs in 1974. After two years in that post he became ambassador to Canada. In 1979 he was assigned to Brussels.

Mr. Enders was born in Hartford, Conn., on November 28, 1931. He received a bachelor's from Yale in 1953; a master's from the University of Paris in 1955; and a second master's from Harvard in 1957. In 1970 he was a winner of the Arthur S. Flemming Award as "one of the outstanding young men in the federal Government."

He is married to the former Gaetana Marchegiano; they have four children.

People at State

Robert Pelletrau, former deputy assistant secretary at the Pentagon for the Near East, South Asia and Afrca, is the new director of Arabian peninsula affairs, Bureau of Near Eastern and South Asian Affairs. . . **John A. Warnock,** a career Foreign Service oficer, has been designated special assistant to the Secretary and coordinator of nternational labor affairs. . . **Thomas A. Nassif** is the new deputy chief of protocol, and has additional responsibility as assistant chief of protocol for visits. . . **Walter M. McClellan** has become executive secretary of the board of the Foreign Service. . . **J. Brian Atwood,** dean of the Office of Academic Affairs, Foreign Service Institute, has assumed additional duties as dean of the School of Professional Studies. □

Sorzano is tapped for post at UN

Jose S. Sorzano, since 1979 an associate professor of government at Georgetown University, is President Reagan's choice to be the U.S. representative to the UN Economic and Social Council. He would replace Joan E. Spero in that post.

Mr. Sorzano

Mr. Sorzano, as director of the Peace Corps in Bogota, Colombia, 1976-79, supervised the largest Peace Corps program in Latin America. He has won many honors, including the Peace Corps' Superior Achievement Award, for his performance in 1977. He also received a two-step meritorious pay increase in 1979 for tripling Peace Corps programs in Colombia without increasing administrative and managerial costs.

Mr. Sorzano was an escort interpreter with the State Department from 1963 to 1965. He served as an associate professor of government at Georgetown, 1969-76, before joining the Peace Corps; he returned to the university in 1979. He lectured and conducted seminars at Georgetown's School of Foreign Service.

Born in Havana on November 9, 1940, Mr. Sorzano is a naturalized U.S. citizen. He received a bachelor's in foreign service in 1965 and a doctorate in 1972, both from Georgetown.

Mr. Sorzano is married and has two children. □

First in the senior service

Director general Joan M. Clark has become the first member at State of the newly-established Senior Foreign Service. She was confirmed by the Senate, on May 19, to the class of minister-counselor.

Rostow chosen to head arms control agency

Eugene V. Rostow, since 1976 Sterling professor of law and public affairs at Yale Law School, is the White House choice to be the new director of the U.S. Arms Control and Disarmament Agency.

Mr. Rostow

Mr. Rostow served as under secretary of state from 1966 to 1969. He is currently chairman of the Executive Committee on the Present Danger. He has served on the advisory council for the Peace Corps, 1961, and on the U.S. attorney general's national committee for the study of antitrust laws, 1954-55.

Born in Brooklyn, N.Y., on August 25, 1913, Mr. Rostow received a bachelor's in 1933, a law degree in 1937, and a master's in 1944—all from Yale; a master's in 1959 and a doctorate in law in 1962, from Cambridge; and another doctorate in law in 1976, from Boston University.

Mr. Rostow is married and has three children. ■

News Highlights

'Bicentennial Theater' opens in Exhibit Hall

The newly-opened "Bicentennial Theater"—in the Exhibit Hall near the cafeteria—is featuring segments from a color film series, "The History of U.S. Foreign Relations," produced by the Bureau of Public Affairs. The segments are "Benjamin Franklin in Paris," which runs 10 minutes; "Washington's Farewell Address," 5 minutes; and "The Louisiana Purchase," 2½ minutes.

UNITED STATES DEPARTMENT OF STATE
BICENTENNIAL THEATER
NOW PLAYING

Marquee in State's Exhibit Hall. *(Photo by David M. Humphrey, Visual Services)*

Employees and visitors to the Department may see the films anytime during normal working hours by pressing a button next to a video machine. On display in the adjacent Visitors Center is a pictorial history of American foreign relations since 1776. Other exhibits include a world map showing the locations of U.S. diplomatic and consular posts; an illustrated history of diplomatic communications; and a display on the origin, development and proper use of the Great Seal of the United States.

Formally opened on April 28 by Under Secretary Richard T. Kennedy, the theater was built by the Audio-Visual Services Division, Bureau of Administration, in cooperation with the Bureau of Public Affairs. The ribbon-cutting ceremony, attended by scores of employees, was the latest in a series of activities marking State's year-long observance of its bicentennial. The film series recreates highlights of the nation's diplomatic heritage, using actual locations, actors' voices, historical paintings, political cartoons and documentary footage.

Sandra Sheskin, **Presidential Appointments Staff, displays document with affixed Great Seal of the United States to group of Congressional wives at State's Visitors Center.** *(Photo by David M. Humphrey, Visual Services)*

In his remarks Mr. Kennedy noted that the theater and exhibits would help to explain America's foreign policy, and the Department's role, to thousands of visitors to the building.

The bicentennial is also being marked with a series of events in the Dean Acheson Auditorium and the courtyard near the cafeteria. Scheduled this month is a performance by the Aerobics Dance Company in the auditorium, June 9, and a concert by the U.S. Army Concert Band in the courtyard, June 30. Both events, from noon to 1 p.m., are sponsored by the Bureau of Public Affairs and the Foreign Affairs Recreation Association.

The association is selling many gift items featuring the Department seal, at its store on the second floor. The items include key rings, letter openers, appointment books, passport cases, T-shirts and jackets, pewter ashtrays, pewter Queen Anne plates, lighters, money clips, paper weights and porcelain coffee mugs.

A pamphlet, "A Short History of the U.S. Department of State, 1781-1981," is being distributed widely. Ambassador Paul H. Boeker, director of the Foreign Service Institute, recently told members of the ambassadorial seminar that the publication contains useful information on the origin and development of the Department. It is a rich source of anecdotes for speeches, he said. The pamphlet also is being distributed to members of the Junior Officer Course at the institute. ☐

New Foreign Commercial Service reaches age 1

The new Foreign Commercial Service in the Department of Commerce has concluded its first year of operation with 149 American commercial officers serving abroad, assisted

Foreign Service officers serving at Foreign Commercial Service headquarters are, from left: *Toby Zettler, Robert Kohn, David Ross,* director general *Erland Heginbotham, Donn Heaney, Michael Mercurio.*

by 487 Foreign Service nationals, according to a report from the agency. In its first cycle of recruitment, the commercial service received more than 1,200 applications and offered appointments to some 60 persons after "a very competitive assessment process," the report said.

It continued: "While on home leave or consultation, Foreign Commercial Service officers will visit selected industries around the United States to familiarize themselves with marketing objectives and techniques. A comprehensive training program specifically tailored to the needs of commercial officers will also be implemented this year. The length of overseas assignments will be extended to give officers greater expertise with their markets."

The service was established in April 1980 as part of a White House trade reorganization plan. ☐

Open Forum speakers are scheduled

Speakers scheduled to appear this month at the Secretary's Open Forum were to include Alfred Lilienthal of Middle East Perspective, June 3, "Where Goes the Middle East?"; Arnaud de Borchgrave, June 17, "KGB Disinformation: How Effective?"; Ambassadors Nobuhiko Ushiba and Robert S. Ingersoll, June 19, U.S.-Japanese relations; and M. Peter McPherson, the new administrator of AID, June 25.

Ms. Kirkpatrick

Mr. Bonker

The Open Forum, on May 14, cohosted with the Federal Bar and the Hispanic Bar Associations, a panel discussion on the Export Trading Company Act of 1981. Speakers included Congressman Don Bonker (D.-Wash.), sponsor of one of the trading company bills in the House; Don deKieffer, general counsel of the U.S. special trade representative, and Peter Howell, vice president of Citibank.

The Forum, on April 24, heard Ambassador Jeane Kirkpatrick discuss the U.S. relationship to the United Nations. Andrew Pierre of the Council on Foreign Relations met with the Forum, May 13, to discuss "The Western Alliance in a Wider World: New Dimensions, Divergent Approaches." Edward Korry, former ambassador to Chile, spoke May 20 on "Morality and the Foreign Policy Corps: Loyalty to State, Service or Self?" He outlined his personal experiences in Chile 1967-71.

Sir Max Beloff was to appear May 22 to discuss "Two Years of the Thatcher Government." He is professor

COMPTROLLER'S OFFICE—Under Secretary *Richard T. Kennedy*, center, meets with three senior administrative counselors, in from the field to give their views on development of State's new worldwide financial management system. Mr. Kennedy has strongly endorsed the project and assigned it high priority. With him, from left, are *George Krieger*, Ottawa; *Robert Lamb*, Bonn; *Bryce Gerlach*, Brasilia; and comptroller *Roger Feldman*.

emeritus at Oxford University. Continuing the year-long commemoration of the Department's bicentennial, David Trask, Department historian, gave the first in a series of historical lectures, May 1, on "Woodrow Wilson's Coordination of Force and Diplomacy During the First World War." □

Seabees are at work at 4 African posts

Seabees from the Department's Naval Support Unit, Office of Security, are installing security features at four African posts this summer. "This is a one-shot project," said Bill Gibson of Security's Foreign Operations Division. "It's part of our public-access control program, which began in 1975."

At all other posts, access controls are being installed by local contractors. But four African posts—Bamako, Niamey, Nouakchott and Dakar—had difficulty in finding local contractors at reasonable prices, according to Mr. Gibson. So a special State-Navy deal was struck to send Washington-based Seabees to do the work.

"The reason this job is unique is because we are doing construction work outside the classified spaces," said Lieutenant Commander Tom Wisehart, officer-in-charge of the Naval Support Unit. "We usually do classified construction alterations, maintenance, repair and surveillance at overseas posts. We started with this project in Bamako on April 15 and finished on May 1. The last one, Dakar, should be finished by the end of May or beginning of June."

The Seabees are installing two security features in the embassy lobbies—control booths and physical barriers. "Ballistic-resistant booths for the Marine Security Guard or controllers are being constructed so that no one coming in can force his way past with a weapon," said Mr. Gibson. "The person in the booth will have equipment to control doors and alarms. The rest of the concept is to provide a non-penetrating physical barrier wall, of either solid or clear materials, to prevent anyone from going past the person in the booth."

The entire program is coordinated with Foreign Buildings Office architects, to be sure that security factors are esthetic and in line with the design of the building. □

Red Cross seeks blood donors

The American Red Cross is appealing for blood donors for its Bloodmobile, which will be stationed in the Department's 23rd Street lobby, June 17, from 9 a.m. to 3 p.m. Appointments may be made through your bureau's blood donor chairman, or by calling Dorothy Collins, Office of Employee Relations, ext. 22283.

In a related action, the Red Cross is also seeking research donors who have a history of hepatitis, or exposure to hepatitis, or who have taken antimalarial drugs within the last three years. These persons are deferred from donating blood for use in blood transfusions. However, their blood can be used in research to help solve problems associated with blood transfusion. Thus the Red Cross can conduct this "vital work without depleting its supply of blood available for transfusion to area hospital patients," the organization pointed out. Donations may be made at the Red Cross, 2025 E Street N.W., or can be arranged by calling the research register, 857-3360. ■

Life in the Foreign Service

Where do the travel-weary travel when they *want* to travel?

Our people overseas tell STATE about their vacations:

Alyson, Noi, Chris, Mukda and the author.

BY TOBY DAVIS

The author is the wife of Robert E. Davis Jr., who is on the staff of the Regional Administrative Management Center in Bangkok.

OUR FAMILY had been living in Bangkok for about six months when our No. 1 maid invited us in March to go up-country to see some of the "real" Thailand. She doesn't classify Bangkok as typically Thai. Her in-laws live in the Nakhon Nayok area, in an old, Thai-style rural house. She persuaded us at once when she talked about the peace and clean air to be found there.

We packed one Saturday morning and headed that way. We did look rather strange as we piled into our Corona: my maid, Mukda; her husband, Tien; my maid, Noi (who had never been further than the outskirts of Bangkok); my husband, Rob; our 13-year-old son, Chris; our four-year-old daughter, Alyson; and our poodle puppy, Katie. Besides ourselves, we were bringing half of our refrigerator with us, plus sleeping bags and other items I deemed vital to our survival (snake-bite kit, mosquito repellent, toilet paper, etc.).

'Thai fruits. . .from rambutans to mangosteens'

Once out of the congested city we started to enjoy the trip. We passed rice fields being planted, little boys swimming and fishing in klongs and streams, and herds of water buffalo soaking up the sun with only their horns and noses sticking out of the water. We traveled through little villages where fruit stands lined the streets, their operators selling an assortment of Thai fruits, from pineapples and bananas to rambutans and mangosteens. We made a few stops to buy bunches of coconuts, garlic, onions and bananas to give to our hosts. They live a considerable way out of Nakhon Nayok and, since both of them are in their 80s, they do not get to town often to buy staple items.

Thank heavens our maid's husband was with us, or we never would have located all the back roads necessary to reach our destination. Finally we arrived at the end of a dirt road that looked like it had never seen a car before. We climbed out and were much relieved to be able to stretch at last.

Almost immediately a feeling of calm and peacefulness swept over us. Everything was clean and the air smelled fresh—no bus or diesel fumes to contend with, no honking horns or muffleress vehicles to grit your teeth at. The house stood on stilts, about five feet off the ground, surrounded by a semi-forest of bamboo. Its corrugated tin roof was dullish-gray; the walls were half-walls, woven of thin strips of bamboo. The house seemed huge; under it was an area for the water buffaloes to stay when they were not out in the fields. Gigantic, ceramic pots were all around the house to catch rain water, the source of the water supply.

We were charmed by the house and by our hosts, Paw Tao and Ma Tao, who came to meet us. We were not expected, but that made absolutely no difference to them. They extended their hospitality and made us feel right at home. We carried our "supplies" up the stairs and into the house. I was struck at once by how clean everything was. The teak floors were spotless; there was no dust or dirt anywhere. The floors were boards about eight inches wide and two thick. There were one-inch cracks between the boards which served an unusual purpose I'll describe later.

We bowed, sawadeed (the Thai greeting), and sat down on woven mats spread out on the floor. Paw Tao and Ma Tao smiled and spoke to us in Thai as if we could understand everything they said. The funny thing was, we seemed to know what they were saying at times even though our Thai language skills are minimal. We decided to unpack our picnic lunch of fried chicken, fruit, tuna fish sandwiches, and Kool-Aid. Almost immediately Paw Tao and Ma Tao started to talk and I couldn't understand what they were saying. Our maid, Mukda, started laughing softly and explained that they had never seen a sandwich before! Needless to say, we remedied that and handed one to each of them. They very politely broke off a small corner and handed the rest back. They ate the portion slowly, as even a sandwich is difficult to chew when you have few teeth, and Paw Tao was totally toothless. We sat quietly, sort of waiting for their verdict. Thais tend to be rather blunt in stating their views at times, however, their opinion of tuna fish sandwiches was quite diplomatic. Loosely translated, with a polite smile on their lips, they replied: "Very nice, and pass the rice!"

Following lunch we closely observed Ma Tao as she prepared her concoction of betel nut, a reddish berry which is chewed and stains teeth and lips a dark, cherry red. She spread a mashed, pulpy substance on a special kind of leaf, added a lime compound, two or three other unknown items, rolled the leaf up, put it into a small bronze container, pounded it with a sharp stick for a minute or so and stuck the whole mass in her mouth. She chewed it with obvious pleasure and after a few minutes took aim at one of the cracks between the teak, floorboards, spitting a thin stream accurately through the space. She never missed; however, I was glad I was not passing beneath the house during that time!

'They had never seen a sandwich before!'

During the afternoon, we took a sightseeing trip to waterfalls in the area. We arrived back at the house to discover that the word was out that "fahrongs" (foreigners) were visiting. I think most of the Thais for miles around came to see the fahrongs, and to talk with the "fahrong, little girl." Alyson was definitely a big hit and enjoyed every single second of being in the limelight. Nearly everyone wanted us to come and visit their houses. Some teenage girls practiced their English with us. Several were amazed at "how much English" Alyson could speak, which we found quite funny.

We ate a simple dinner of chicken and rice which was delicious. They fixed the rice in an electric rice cooker since they had company. Normally they just cook most things over a charcoal grill. They also took two electric fans out of a back room and took off the plastic wrap. We insisted that we were not hot (even though we did feel rather warm), but they plugged them in anyway. We spread our sleeping bags out on top of the woven mats, strung up the mosquito netting, positioned a fan to give us maximum ventilation and prepared to retire for the night. First, however, we took our showers "Thai style." This entailed draping ourselves in sarongs and pouring water over each other. We then would soap up and pour more water over ourselves to rinse off. The water had been collected in huge ceramic cisterns, covered and let set for several months. Feeling totally refreshed, we barefooted it upstairs to go to bed.

Since our exhaustion limits had been reached, falling asleep posed no problem. The mosquito nets gave everything a hazy effect and you felt like you were dreaming even before you went to sleep. About 2 in the morning Rob and I woke with a start. There was so much noise it sounded like the roof was going to cave in at any moment! We had been sound asleep, so it took a few moments to realize what was happening. It was pouring rain. I mean really coming down in sheets! Can you imagine the effect of an extremely heavy rain on a tin roof! It sounded like thousands of marbles being dumped right above our heads. We could feel only a slight spray of wetness that would occasionally blow inside the open part of the wall. After a very few minutes we got used to the sound and the wet, fresh smell and drifted off to sleep.

At about 5 we awoke to the "rat-a-tatting" of woodpeckers in the bamboo grove surrounding the house. Ma Tao was already up cooking a pot of rice over one charcoal fire, and frying some fish over another. Since the "company" were not up, she was using her regular methods! We stayed in bed for a while, just being lazy, listening to the birds, roosters and low bellowing of water buffaloes on their way to the fields. Alyson pattered across the floor and sat cross-legged in front of Paw Tao. They carried on a conversation of sorts, and he shared some of his rice with her. We all had breakfast consisting of rice, chicken and some fish, then started packing our things.

Before leaving, though, we stopped by three or four "neighbors" who asked us to come visit them. At each house we removed our shoes, washed our feet and went upstairs to their main living room. We usually sat on mats and had a glass of water. In one house they had a small refrigerator in the living room. Refrigerators are very expensive in Thailand and are considered luxury items. They are quite rare in these country homes and, when you do find one, it is a prized possession. Another neighbor directed us immediately to her "indoor" bathroom, which is also unusual. She told us that we were welcome to take a shower right then if we wanted to, and if we came up again to please come over and use it! We were really impressed with the genuine warmth and hospitality all of these people showed us.

We finally piled into the car and headed back to Bangkok. Chris wrote his grandparents letters telling about his weekend adventure in Nakhon Nayok. It is a memory that fades slowly. A piece of Thailand lives in our hearts, surely to grow during the remainder of our tour here. □

• • • •

BY SANDRA ODOR

The author is the secretary to the deputy chief of mission in Lima, Peru.

Ms. Odor

TO ME Borneo always seems to be the end of the world, the most unlikely place I could think of to visit, and therefore the most enticing. Just the place names were enough to set me dreaming: Sabah, Sarawak, Brunei, Kota Kinabalu (certainly more romantic than its former colonial name, Jesselton).

When I arrived at my assignment in the Philippines and discovered that not only was Borneo easy to get to from there, but that my boss, Robert M. Pringle, had done his doctoral research there and had written a book on the white rajahs of Sarawak, I was determined to go to Borneo at the first opportunity. I finally convinced another secretary, Linda Mason (now in Finland), that Borneo was a logical stopover on her way to Singapore and the more glamorous parts of the Orient, and we booked our flight.

I think both of us half expected to be met by cannibals as we landed at Kota Kinabalu Airport, Sabah, but it wasn't until we reached Sibu in Sarawak that we saw the Borneo we had expected. The British-colonized Moslem stretch along the north coast of the island had been much like we had seen in the southern Philippines, except that we had flown over miles of impenetrable forests that looked for all the world like the tops of broccoli.

'Both of us half expected to be met by cannibals'

At Sibu, on the Rajang River, we asked the hotel desk to arrange a trip upriver to visit the longhouses of the Ibans. So at dawn we found ourselves following the elevator boy from the hotel onto a boat that looked like something from "The African Queen," complete with chickens and other assorted fowl. The boat slowed down several times at individual logs floating by the banks, and people stepped nimbly onto the logs and up the banks. To our surprise when our turn came, it was easier than it looked. We dutifully stepped out and went up the notched log serving as a ladder up the muddy slope.

The Ibans of the river, and the land Dayaks of the interior, whom we later visited, lived in communal longhouses, built up off the ground on stilts. Bamboo-floored porches ran the length of the longhouse—one exterior porch for drying crops, etc., and one interior, which served as the living area for all the families of a longhouse. Women and children were everywhere, some bare-breasted, other with their sarongs pulled up to cover their breasts. We were invited into the individual quarters leading off the interior porch of one of the families, and were served the excessively-sugared coffee and sticky-sweet rice we were offered throughout Borneo. The main piece of furniture in this room was a huge bed on which everyone sat. A door in the back led to a simple kitchen area.

As we followed the elevator boy from this longhouse over a bridge and through more tall grass of the clearing where the schoolhouse was, we joked about the fact that no one knew where we were. We had no idea who this kid was whom we were so obediently following, or where he was taking us. We could be missing for a week before anyone even started looking for us. Behind the joking there was trepidation. We finished up our visit to the schoolhouse and returned to Sibu uneventfully, however, and flew on to Kuching, the capital of Sarawak, the next day.

Presenting ourselves and our letter of introduction from Mr. Pringle to the Chinese curator at the museum, we were warmly welcomed, given the use of the museum jeep, with a driver and one of the subcurators as a guide. They took us into the interior to visit the land Dayak village of Robert, the guide. We had to leave the jeep at one point, and roll up our jeans to ford a stream. When we got to the village, we couldn't enter the home of Robert's brother because he was seriously ill, and they were perparing a witch-doctor ceremony for that night to cure him. Noting the crosses on the necks of Robert's relatives, I expressed surprise, and Robert explained that, yes, they were Catholic, and they would be taking his brother to the mission doctor the next day, but they wanted to hedge their bets. So they were having the witch-doctor ceremony also. As we left, more sticky rice was thrust upon us, which Robert carried away in a piece of bamboo stopped with leaves—the original thermos bottle.

In the late afternoon we reached the driver's village, which consisted of individual huts on stilts instead of the communal longhouse. We were told the government encouraged splitting up the longhouses "because it was easier to control individuals than communities." A dance performance was given in our honor that evening. Two teenage girls, wearing bras, began the dancing, and all we could think of was the old Maidenform ad: "I dreamed I was a land Dayak in my Maidenform bra."

A venerable old crone, braless, was not satisfied with the way the young men were playing the drum gongs hanging from the rafters, and she showed them how it should be done. She was prevailed upon to dance. Then two men who looked to be about 60 put on a bravura performance that included standing on their heads and shaking the shells tied round their ankles.

We slept in the driver's home on the bamboo floor, under mosquito netting. The next day we stopped at the much poorer village longhouse of Robert's uncle, on the way to Kuching. We received warm receptions everywhere. The driver's sisters offered Linda a sarong when they noticed the jeans that became wet when she had forded the stream on the way to the village. The children were dressed in Catholic girls' school uniforms. They lived in a stilted hut with no water, with a bamboo floor you could look through to see the chickens and dogs scurrying about on the ground. There were 100-year-old skulls of enemies hanging in baskets from the rafters of the longhouses. The old men smoked three-foot-long bamboo pipes; the young women rocked their babies in "cradles" which consisted of strips of cloth suspended from large springs hanging from the rafter.

'There were 100-year-old skulls of enemies'

The cities had been nothing like we expected. Kuching especially had gardens and vast lawns, in addition to the excellent museum. We spent the last night in the thoroughly modern home of the curator, eating Chinese mooncakes to celebrate the new moon.

Later, when I was assigned to Port Moresby, Papua New Guinea, I found the "Borneo" I had expected. Just at the outskirts of town, women still wore grass skirts and had themselves tatooed (our national receptionist was having these "beauty marks" done while I was there). Isolated tribes were still being "discovered" well into the 20th century. In fact, I read that the explorers of the early 1900s in New Guinea often imported guides and bearers from Borneo because they were more "civilized" and reliable than the New Guineans. But this was a tour and not a vacation, so is not relevant to this article. □

* * * *

By Bobbie Bergesen

The author is the wife of the deputy chief of mission in Haiti.

THE PILOT adjusts his goggles. He needs a long white silk scarf and helmet to play the Red Baron to perfection. Glancing back at his passenger load of seven missionaries, a news photographer, my husband and me, he starts the motor. Propellers whir. The Air Haiti Internormand Islander swings around to take off on the 40-minute flight to Cap Haitien, almost due north of Port-au-Prince. It's my first ride in a prop plane in over 15 years, and the thought flashes through my mind that, if it's also to be my last, at least "we'll go together"—in befitting company, too—"when we go," as Tom Lehrer's song puts it.

Luckily, it's a beautiful clear morning on this Saturday in October. My thoughts go back to the August afternoon six weeks earlier, when we arrived for the first time on the Pan American flight from Miami to begin Alf's assignment. As I looked excitedly out the window of the 727 near the end of a calm flight, I was shocked to see huge bolts of lightning flashing through swelling black storm clouds boiling up over the mountains to the northeast, just beyond the buildings nestled in the hills, reaching down to the bay.

Fifteen minutes after we land at "Mais Gate (rotten corn) Airfield," better known as Francois Duvalier International Airport, the skies open up. A terrific deluge of water curtains off any further view of the plane from the steamy diplomatic lounge where our ambassador and other colleagues are welcoming us. This time, I can only hope that my second flight and first trip to the fabled north, where Haiti succeeded in winning its freedom and independence from the French in 1804, will not involve another crashing storm.

As soon as I learned of our posting to Haiti, long-forgotten memories and fragments of stories about the world's first black republic, and indeed the second oldest republic in the western hemisphere, came flooding back: eerie tales of zombies, or the walking dead; voodoo drums throbbing through jasmine-scented nights; the Emperor Jones in Eugene O'Neill's play; and now, finally, I will see the Citadelle, the extraordinary fortress built by Henri Christophe as a bulwark against the French colonial forces. How would it compare with Angkor Wat, the Taj Mahal, St. Peter's in Rome, the Parthenon—magnificent constructions which we've been privileged to explore due to being in the Foreign Service.

'Zombies. . .voodoo drums. . . the Emperor Jones. . .'

We take off at 9:10 a.m. The flat arid country looks serene as we fly over the Artibonite Valley, but soon folds of rugged mountains begin their march, one eroded ridge after another. Separated by ravines, only a few huts straggle up the mountainsides, and I see the reality of the Creole proverb: "behind the mountains, there are mountains." About 10 minutes before we land at Cap Haitien Airfield, about 18 miles from the Citadelle, the missionaries in front of me begin pointing and looking out toward the west.

Leaning forward, I too peer through the cabin window and see an incredible sight. Some distance away, a massy building of rock rears against the hazy sky. It crowns the crest of a

La Citadelle la Ferriere

mountain peak, La Ferrière, looking insubstantial yet solid, and almost as unreal as King Kong on the Empire State Building. Ragged streamers of cloud brush by as it stands immovable like an outgrowth of the rock itself; yet it's the only manmade object in sight.

We're lucky. Sometimes, they say, the weather's too foggy to see the Citadelle from the air. As we circle the airfield, I hold my breath for the crunch. At least I can die having seen it. (I've already seen Naples, so have no further excuse for not passing away.) But light as a feather, we touch down almost before I know it, and roll to a smooth stop after a perfect landing.

As planned, we head for the Mont Joli Hotel, one of several good ones in the city. It has a slightly Mediterranean air, a swimming pool with breakfast terrace overlooking the beautiful blue bay which magnetizes cruise ships several times a week. It has air-conditioned rooms and serves delicious well-cooked regional food. From our room, we can catch occasional glimpses of the Citadelle in its majestic eyrie. Even from this distance, its silhouette is unmistakable and startlingly large.

At the reception desk, we get in touch with a dynamic and knowledgeable guide, Patrick Delatour, a nephew of Haiti's foremost architect, Albert Mangones, also dedicated to preserving and restoring the famous monuments of the north. Not only do these include the Citadelle, but also Henri Christophe's palace of Sans Souci and the fortified site of Ramiers, about a kilometer southeast of the Citadelle. Henri Christophe was king of Haiti from June 1811 to October 1820, when, stricken by paralysis and faced with a rebellion, he shot himself. He was a prodigious builder who personally supervised the construction of the extraordinary complex of monuments in the area, some of which are still being discovered and uncovered.

'As unreal as King Kong on the Empire State Building'

While briefing us on Christophe's history and that of the Citadelle, Patrick drives us through the center of Cap Haitien—a bright, clean town with a colorful waterfront market full of woven baskets, wood sculptures and oil paintings—out on to the road to Milot. Near this rural center, about 20 kilometers southwest of the cap, stand the ruins of Sans Souci and its outbuildings. Although damaged by an earthquake in 1842, the remains still show the elegant and grandiose conception of the new monarch. The huge tree still stands in the center of the wide esplanade, the "Tree of Justice" under which the king is said to have settled his subjects' disputes. We walk through the royal residence, descend the famous double staircase to the terrace below, gaze at the ruined mint, and marvel at the water system which served the entire palace complex.

After buying a "planter's hat" of intricately woven fiber from an enterprising marchande for a dollar, for Alf to wear on the sunny trip up to the Citadelle by pony) we climb back into the land rover for the bucketing ride along the heavily wooded slopes of Bonnet-a-l'Eveque to the cleared space known today as "the parking." Here we leave the car and bargain with the waiting pony tenders to take us up the steep, rubbly path to the Citadelle. One can hike that winding, 3,000-foot path. Some say they've done it in less than an hour and a half. But it is up, up and up without respite, and I'm glad I took the pony.

As the pony climbs, while you clutch the saddlehorn, one man leads him by the reins, while a second urges him on by hitting him on the haunch with a stick until asked to stop. Both men stand ready to grab you by the arms should the pony stumble, and by the strength of their grip, I'm sure it's true that they have never lost a tourist yet. An acquaintance of ours even took her Pomeranian all the way up to the Citadelle, cradled in her arms and good as gold the whole way, she says. We meet them coming down. Between looking up, hoping to see the Citadelle, and looking back to make sure that Alf, an ex-navy officer not fond of horses, is still athwart his pony, the climb goes quickly while my anticipation mounts.

'It is up, up and up without respite'

Suddenly, as we round the last turn, I gasp. Rising sheer as a ship's prow from the crest of the mountain, a solid wall of rock rears into the air high above our heads. This is the famous "prow" which juts out from the rest of the fortress, to which it's connected by a rotunda. The main fort is a roughly quadrilateral structure, the long side running southeast to northeast. It covers about a hectare on the crest, almost 3,000 feet high. The main entrance still boasts its original iron-studded wooden double door, although to reach the main part of the fortress you go through another door, climb a ramp and cross a moat over a drawbridge. It is very European and much like other forts and castles we've seen, especially in France and Portugal, but none whose location takes one's breath away like this one.

Standing on the highest levels of the structure, above the central courtyard with its incised memorial to Henri Christophe, you look off and away across peak after peak of a range of mountains stretching to the Atlantic. On one mountain, just across from you, the ruins of still more forts were discovered just a few years ago. There are mountains around you, behind you,

Alf Bergesen on the parapet.

falling away on every side. From every opening, every embrasure in the fortress, the view is spectacular in every direction.

It's chilly up here. King Henri and his family must have needed fires burning during the winter nights on the pinnacle. Even in the summer, the fog floats in by early afternoon, and the mist chills.

We clamber up and down. We take pictures of each other standing on a parapet whose wall drops off over 100 feet straight down the side of the mountain; we look down over the vaulted powderhouse which blew up in 1813 and still has powder traces and debris in it, Patrick says; and we pick our way along the 30-foot-wide gun gallery among the 200 or more cannons which came from Spain, England and France. It's like a museum. I would like to take one of the cannons that has *le roi soleil*, Louis XIV the Sun King, emblazoned on it—an endearing, chubby-cheeked face haloed by wavy sun rays. Too bad, it's embedded in concrete; so it won't disappear soon.

'How many died hauling up the huge stones, heavy guns?'

Evidently, if besieged, the king planned to fall back to mountain fastnesses, and he prepared mighty defenses to this end. But the French never returned, so the Citadelle was never used to repel them. The usual garrison consisted of 2,000 soldiers, but 5,000 could be handled if needed. It's thought that over 20,000 workers built it. No one knows, nor knows how many died hauling up the huge stones and heavy guns and all those thousands of cannonballs neatly stacked into a great pile, ready for the battle that never took place.

Shortly after midday, the mist starts closing in; surrounding peaks begin to disappear. We rejoin our drivers outside the main entrance, where they're enjoying soft drinks sold from a cooler. As our ponies head downward, stepping stifflegged and slowly, I look back one last time. But already the crest is hidden by clouds, and so is the Citadelle. It has totally vanished, as if it had never been.

Three months later I go back to it again, with other family members visiting Haiti for the first time. Again it is wonderful—it always will be magical, but I don't recapture that deep exhilaration I felt when I first gazed at it "with wild surmise."

It is truly one of the world's wonders—testimony to one man's abounding imagination and power and breadth of conception. The Haitian government, as well as international organizations like UNESCO, recognize the unique architectural and historical significance of the monumental complex, and have begun an international drive for funds to help preserve and restore it. □

* * * *

By Leo Cecchini

The author is the economic counselor at the U.S. embassy in Helsinki, Finland.

While traveling through China last year, my wife and I and our 18-month-old daughter visited the Shanghai Arts and Crafts Trade Fair, probably the largest collection of this nature—certainly the most impressive—that we saw in the country. The enormous exhibition hall is organized like a department store and, although primarily for the trade, foreign visitors may make individual purchases.

Wandering through the extensive display, I happened into the rug department, which at first held little interest for me since we were returning home from an assignment in Turkey, where we had overindulged in buying handmade carpets. In spite of my relative disinterest, my attention was captured by a remarkable example of the rugmaker's craft. A masterpiece of design, color and workmanship, the rug depicted a classic Chinese scene—several small temples and houses on islands in a lake, with boatmen poling skiffs between the islands. I called my wife over to see the rug, and she too was immediately taken by it. Inquiring about its price, we were told it had been sold, and we were offered another choice. However, none of the other rugs was anything like the one we wanted, so we asked if we could order one like it to be made. The clerk said he had to check with his supervisor.

In quick order, the rug department manager, H.Y. Chu, came to our assistance and informed us they had other rugs like the one we wanted in stock. I said I would be willing to order one from stock, but it must be exactly like the one in the showroom. Mr. Chu then asked when we would buy the rug, and I replied that day or not at all. He finally said we could have the one in the showroom.

'I asked if they could ship the rug to Finland'

The first hurdle was over, but the deal was still not completed. I told Mr. Chu we would take the rug if two details could be arranged. First, I asked if they could ship the rug to Finland, our next post. He huddled with his staff and, after consulting their shipping manuals, told me they could ship the rug to Finland, but only to Helsinki. Perfect, I replied.

The second detail was a bit more difficult, or at least I thought so. I explained I did not have enough cash or travelers checks to pay for the rug, and asked whether I could pay with my personal check or whether they accepted credit cards. Mr. Chu's ready reply stunned me for a moment, but I soon found myself laughing. With a smile on his face and without batting an eye, he simply said: "Visa or Mastercharge?"

Epilogue

The rug arrived safely in Helsinki, and the billing eventually found its way to my credit-card account some six months later. Now, each time I look at the rug, my thoughts wander back to that day in Shanghai, and I reflect on how that quintessence of the American consumer society, the credit card, had breached the Bamboo Curtain. ⊛

Foreign Service Families

Embassy people in Cairo organize to help U.S. families

State supplies seed money for broadly-based mental health program

BY BETTY W. ATHERTON

The author, wife of the ambassador, was assisted by Gale Metcalf and Joel Wallach in writing this article for STATE.

Mrs. Atherton

- WITH THE HELP of a counselor, a worried husband and wife discuss their 15-year-old son who "dropped out" of school and "into" the drug scene. . .
- Thirty teens interview for positions as paid counselors in a recreation program for children. . .
- Twenty adults learn Arabic while, in the next room, children practice ballet. . .
- In in-class workshops, 80 seventh graders explore ways to feel more positive about themselves. . .

What do these four scenes have in common? All were "produced" by the Community Services Association (CSA), an organization begun just one year ago by the English-speaking foreign community in Cairo. The goal of CSA is to help members of the community increase their effectiveness in Egypt and enjoy their stay. It tries to replicate services we have learned to expect in our "back home" communities. It is a mental health program in its broadest sense—encompassing counseling, educational, recreational and social services. We see ourselves as an early-warning system to identify and address community problems, and to encourage other community groups in Cairo to develop new responses.

In the August-September 1979 issues of STATE (nee NEWSLETTER), Donn Heaney reported that "Americans in Malaysia organize mental health program"—"after four long years of tinkering, hard work and experimentation." His article, combined with the videotape, "The Kabul Experience," (STATE, January 1979) shortened considerably the time required for us to establish a similar program last fall.

A group of us, representing American business and school people, as well as the embassy (including the ambassador, administrative counselor, regional medical officer and family liaison officer), met in May last year to discuss the need for a program in Cairo. The consensus was that the problems of the Afghanistan and Malaysia foreign communities were comparable to those in Cairo. But, in addition, the Cairo community also has a fast-growing American presence, an inadequate infrastructure, and geographic diversity, with a heavy concentration of families with school-age children near the school.

The next step, documenting concerns, was done by the Wallach/Metcalf community counseling team, who were just completing their third and last year with the Kuala Lumpur program. They met with school administrators, teachers and students; church groups; members of the business community and the embassy staff; and people in the community.

A seed grant of $9,000 from the State Department's Office of Medical Services, and contributions of money and services in kind from the business community and the embassy, provided the backing to hire the Wallach/Metcalf

Ambassadors must be community leaders, Atherton says

BY ALFRED L. ATHERTON JR.

HAVING now spent two years as ambassador to Egypt, I am convinced that a major role of any ambassador is to provide leadership to the American community in the host country—not just to the official family, but to the entire community, official and private. An ambassador must not see himself solely in the traditional diplomatic role; his role as community leader is particularly important where, as in Cairo, that community has grown dramatically in just a few years and constitutes an affluent, increasingly visible alien transplant in a developing, conservative country whose societal values are different from ours. How the American community is perceived by citizens of the host country can be as much a factor influencing U.S. relations with that country as, for example, the level of our economic and military assistance.

Mr. Atherton

It was because of the need to provide this leadership that I gave full backing to efforts to create the Community Services Association (CSA). The adjoining article discusses the evolution of CSA. In Cairo, we are building on the work done by U.S. ambassadors and public-spirited Americans in other places, notably the pioneering efforts in Jakarta, Singapore, Kaula Lumpur and Kabul. The immediate objective of our CSA is a stable, well-adjusted American community that will do credit to the image of the American presence in Egypt. To the extent that we achieve that objective, we will have forged a useful new instrument in the array of our foreign policy tools that, hopefully, can provide a model for other American embassies around the world.

A "couples communication" class in Cairo.

team and open the CSA office.

Organized under an executive board drawn from groups in the community, CSA provides two major ongoing services—community counseling and continuing education classes. In addition to the suite of offices at CSA, Cairo American College classrooms are used for the classes and counseling. CSA also sponsors special activities throughout the year. It operates on an annual budget of $60,000 plus the in-kind donations. Most of the activities are made possible by volunteers.

The counseling program is staffed by two full-time professional counselors. It utilizes the services of other mental health professionals in the community. It operates within a framework where mental health is broadly defined. The counseling services—crisis intervention and individual and family counseling—reach over 100 clients and family members each month.

Through education/prevention activities, far greater numbers of people are assisted. These activities, including seminars, workshops, mini-courses and publications, seek to help youths and adults cope with the stresses and frustrations they are likely to encounter living in Egypt. This is possible because many of the problems which arise in overseas living can be anticipated. Some are the normal problems which could be experienced anywhere (parent-child conflicts, marital discord, teen-age drug abuse). Others are specific to an overseas life style (cultural adjustment, re-entry concerns, career disruption). Newcomer orientations, workshops on drugs in the family, seminars on special concerns in raising children in Egypt—all strive to increase awareness of problems participants often can avoid with some forethought. Adults attend workshops on couple communication, parenting skills and tension prevention; youths, on decision-making, building self-esteem (called "liking me"), increasing cross-cultural awareness and leadership training.

Another aspect of prevention focuses on the community rather than on the individual. One example has been alerting community leaders to the potential danger of cross-cultural conflict sparked by the public behavior of young people. Another has been the development of a profile of youth who are likely to make a poor adjustment to living abroad, and giving this profile broad dissemination to businesses and organizations for consideration in their recruitment processes.

The continuing education program grew out of a more limited program of adult education which had been run by Cairo American College. The new program is managed by a part-time registrar who recruits teachers and handles finances and publicity. Classes are offered three times per year, six weeks per term. Drawing on the foreign and Egyptian communities for its teachers, the program offered 55 courses this year, including aerobic dancing, yoga, Arabic, French, photography, Egyptian history and culture, U.S. income tax preparation and first aid. Community response has been enthusiastic, with over 600 individuals participating. Fees from the courses generate enough income to pay teachers and to cover all other costs.

CSA also sponsors social and recreational activities such as a dinner theater, Fourth of July picnic and a western barbecue. The most recent undertaking is the "Summer Circus," a recreation/employment program for youth. It will run for seven weeks this summer and employ teens and college students to conduct a recreation program for children, kindergarten through sixth grade. Included will be arts and crafts, swimming, games, storytelling, drama and special events. To allow maximum flexibility for parents, children will be enrolled on a week-by-week basis. It is hoped that this program will not only provide recreation and jobs but will also help new arrivals to make friends and get off to a positive start. In cooperation with the Family Liaison Office, plans are also underway to establish a "job bank" to facilitate teenage employment over the summer.

While no one program can be a blueprint, each can offer its learnings to other U.S. posts that are initiating

READEX FICHE

community-based services overseas. Out of our successes and setbacks, we have gleaned the following learnings, and are listing them here in the hope that others can benefit from our experience:

1. It can be done. It takes hard work, a corps of committed community members who are in position to influence others, an appreciation of community needs, and a vision of what can be done.

2. The needs which justify a program in Cairo are not unique. They exist in many overseas communities.

3. A successful program requires full commitment from major sectors of the community. Absence of wholehearted support from even one of these sectors could severely hamper the program.

4. Effective overseas mental health programming requires counseling and crisis-intervention services. However, to be truly effective, a program must go beyond clinical services to include outreach services for early identification of problems, at both the level of the individual and the community, and a wide range of preventive activities.

5. The core staff, whether paid or volunteer, should be composed of social service/mental health professionals who have an appreciation of community dynamics, particularly in the overseas setting, and a high tolerance for frustration and ambiguity. They must be self-starting.

6. Overseas communities have tremendous resources in the form of professional and paraprofessional people who can be drawn in to serve the community. Such a program can serve as a vehicle for matching community resources with the community's needs.

7. Community involvement in planning and program development ensures community ownership. This was accomplished in Cairo via a number of public presentations, an executive board representative of major community sectors, and a community needs assessment prior to program implementation.

8. Programs should begin in areas where the community perceives a need. It is important that high visibility be attained in the first year of the program.

9. Community education and public relations are critical parts of the program, especially during its first year, to raise community consciousness of the problems that exist, to develop credibility and to ensure financial support.

10. The initial grant of seed money from the State Department is essential, as is its continuation for at least two years beyond the initial grant, to allow the program time to develop a sound base of financial support at the local level. Since these types of services are new to overseas communities, their effectiveness and value need to be demonstrated to the business community before widespread support can be expected.

As CSA begins its second year, there is every expectation that existing services will continue. As new ones are needed, CSA will try to meet those needs. For information regarding our experiences, please contact me at the embassy in Cairo. □

'I should have looked before I leaped'

By Michael Myers

The author, who is 12, is the son of Michael Myers, political officer, and Dr. Margery G. Myers, part-time embassy physician at Madrid.

On Friday December 5 I had just walked my dog. I put her in the house, then I wanted to go back and play soccer with my brother, so I went to call the elevator. Then I heard a click so I thought the elevator was there. I looked the other way and the door opened, so I stepped in. To my surprise the elevator wasn't there. I fell six stories down. When I hit, I was totally stunned. I started yelling. Then everybody was coming to see what was happening. I got up. My feet were killing. They tried to open the 1st floor to get me out, but they couldn't, so they called the firemen. They came pretty fast. Then they ripped open the 1st floor door and pulled me up. They carried me into a police car. They drove me up one way streets! They brought me to "Hospital de la Concepcion," where I got on a stretcher. The doctors rolled me into a room. They checked what happened. Then I went to the X-ray room. Then my mom and dad came in; because they weren't there at the time I fell.

Michael Myers

They took X-rays of my two ankles first because they hurt the most. They found out that my right heel was fractured, but that was all. When I fell, I held on to the cables, my left hand was full of bubbles. Everyone was saying the cables saved my life. Then they took me back to the emergency room.

On both legs I had a big gash. On my left leg I had one that was 1 and 1/2 inches deep. On my right leg I had one that was 2 inches long and an inch deep. Luckily I had knee pads on because without them I don't know what I would have done.

All the doctors keep saying "I was born again." Now I get two birthdays.

The doctor couldn't believe he was sending me home the same night after I fell six stories.

On Saturday, the whole apartment started coming in to see what happened, then, Saturday and Sunday, the phone wouldn't stop ringing.

The point is that the door shouldn't have opened in the first place. Also, I should have looked before I leaped.

How about a 'no strike' clause for Foreign Service wives?

This was one of many questions at Georgetown U. symposium

GEORGETOWN University, whose Institute for the Study of Diplomacy has published a symposium entitled "Diplomacy: The Role of the Wife" (STATE, April), held a conference on that subject April 27. Mrs. Alexander M. Haig, wife of the Secretary, and Mrs. William P. Rogers, wife of the former Secretary, attended, as did representatives of 15 foreign embassies and of the Canadian Royal Commission on the Foreign Service. On hand were a hall full of Foreign Service wives and husbands, active and retired, and persons from the executive and legislative branches of the Government.

The meeting, which was opened by Ambassador Ellsworth Bunker and moderated by Ambassadors Martin F. Herz and David D. Newsom, produced some interesting exchanges and a number of concrete ideas and suggestions.

There was agreement that the role of the wife in diplomacy (at least in America's diplomacy) has changed considerably in recent years; that, whereas at one time an ambassador's wife could command other wives to perform services not only for the embassy but even for herself personally, now "ambassador's wives sometimes tiptoe around," as one panelist put it, "to avoid seeming to impose on wives." Many said that perhaps the pendulum may have swung back too far after promulgation of the 1972 directive which declared wives to be private persons.

There was a wide division of opinion on whether that directive had been well-conceived. On one hand was the panelist who declared she "didn't blame the Department for trying to get two [employees] for the price of one," but demanded "the freedom to pick and choose what I will do for the Government." On the other hand were Foreign Service wives who complained that, while the 1972 directive had given them back their privacy, it also seemed to divorce them from the official work of their husbands—work in which they loved to participate even if there was no particular recognition.

Panelists *Katharine Gratwick Baker*, left, and *Margaret* (Mrs. Paul) *Boeker*, with moderator *Martin F. Herz*.

Patricia Haig*, wife of the Secretary, was among those attending the conference. *(Photos by Annalisa Kraft-Luggiero)

Many wives said they felt that the absence of so much as a "thank you" from the Government was galling. At the least, they said, some appreciation to the wife could be expressed at the end of the husband's career. It was observed that some of this is done if the husband happened to reach ambassadorial rank, but it should be more generalized. On the other hand, one participant—to considerable applause—said the absence of thanks did not trouble her: Why should you be thanked for something that you wanted to do anyway?

The view was also expressed that a wife should not be able to "pick and choose" what she will participate in: She should opt in or opt out. If she opts in, she should receive not only recognition but also some kind of compensation for her work in support of our diplomacy.

It is a fact, it was pointed out—though not always properly recognized—that the wife of a diplomat, whether she likes it or not, whether the Government recognizes it or not, has an official side to her personality when she is abroad. Although the 1972 directive seems to deny it, the government actually recognizes it in many little ways—but not yet in the big ways that count, it was said.

Numerous wives from foreign embassies spoke during the conference, underlining that the problems discussed were being experienced increasingly in the foreign services of other countries. Some of the suggestions being made to allow American Foreign Service wives to work abroad, for instance, have their counterpart in the demand of foreign diplomats' wives that their own governments negotiate agreements to enable them to work when their husbands are assigned in Washington.

The president of the Association of American Foreign Service Women and of the Department's Family Liaison Office explained some of the things that have been done recently—for example, the establishment of job skills banks, training, career counseling, continuing education, and separate and maintenance allowances. It was noted that not enough Foreign Service wives are aware of what is being done and what is available. Many wives were said to be also unaware of what were termed injustices—for instance, a divorced wife who obtains a share of her former husband's annuity does not also share in his protection against inflation through

Collecting Now!

BOOKFAIR 81*

October 17-24,1981

Bookbins Located At

Main State
- D Street Entrance
- 21st St. Entrance
- Basement Elevator

Main Lobbies of
- State Dept. Annex
- FSI
- 1776 Pennsylvania

All Donations Tax Deductible

Proceeds to go to
Foreign Service Scholarship Programs
and Community Projects

For further information
and for special pickup
223-5796

escalation of her share of the annuity.

Several wives urged that a way be found for a wife with a career in the United States to maintain her Social Security status while abroad, i.e., to add to her payments toward eventual retirement benefits while she performs unpaid services for the Government. If this is not possible because Social Security deductions assume the receipt of wages, it was said, then there is all the more reason that the work of the wife abroad should be remunerated.

Some contended it should be possible—and is perhaps already possible to some extent—for a wife abroad to continue to obtain credit, through certifications of the work she performed, so that there would be some continuity of her career (at least if her continued work is germane, in some respects, to what she did before). It was pointed out that provisions already exist for wives to obtain certification of their work by the ambassador or, if the husband is an ambassador, to obtain such certification from the director general of the Foreign Service. There was not, on the other hand, much support for the proposal of one panelist that the wives "go on strike against their employer."

Besides, it was asked, who really is the "employer?" Is it the Government, which declared in 1972 that the wife has no duties and responsibilities, but which nevertheless expects her to perform at least part of them? Or does she undertake these activities in support of the husband, who took the wife to his place of employment overseas, under conditions which make her work for the Government part of the marriage arrangement? One panelist suggested that perhaps husbands and wives, especially at the beginning of a Foreign Service career, might undertake to conclude a "contract" between them to delimit mutual rights and responsibilities. Should such a contract include a "no strike" clause? And would a strike of Foreign Service wives against their "employers" take the form of the Greek play "Lysistrata," in which the wives refused to have conjugal relations until their collective demands had been met? —M.F.H. □

Overseas schools council to meet on June 18

The executive committee of the Overseas Schools Advisory Council will meet June 18 at 9:30 a.m. in Conference Room 2722B. Agenda items scheduled for discussion include the election of a chairman and vice chairman, fundraising programs organized locally by the schools, activities of the regional overseas schools associations, communications with U.S. corporations and foundations on behalf of the schools, the matching-gifts programs, and a proposal submitted to the council regarding additional benefits to American-sponsored overseas schools.

Members of the public wishing to attend the meeting should call Judy Knott, Office of Overseas Schools, (703) 235-9600, prior to June 18. The public may participate in the discussions at the chairman's discretion. ■

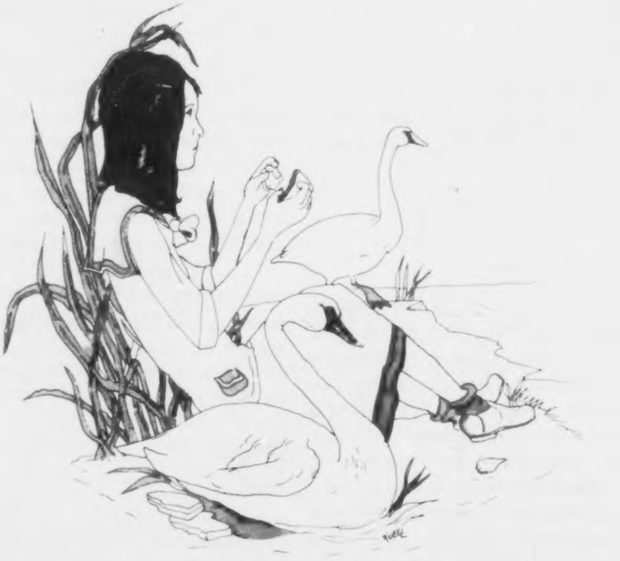
OVERSEAS BRIEFING CENTER—"So that's what Amman looks like!" Mrs. *Joelle* (Robert) *MacDonald* helps prepare her family for the move ahead by showing them slides of their new post. The group includes, from left: *Glenn*, 13; *Rob*, 16; *Brian*, 14; *Paul King*, 12 (friend); *Russ Goulart*, 13 (nephew); *Jimmy*, 11; *Jolie*, 5.

'Why did they have to move?'

'Kris and Bri would be forever on her mind'

By Renee St. John

The author is in the 11th grade at the International School in Geneva. She's the daughter of John J. St. John, director of economic and developmental affairs at the U.S. mission there.



SPRING was coming; Kelly could smell it in the air as she walked to nowhere special. The air was very fresh, the grass damp and a bit muddy as always after rain, and Kelly loved it. She decided that maybe she'd go down to the lake and feed the swans and think. The lake was still except for the wrinkles in the water made by passing swans, ducks and an occasional sailboat. The sky was a bright blue with a scattering of cotton white clouds, and the warm sun shone like gold on the water's surface and on Kelly's face.

Ms. St. John

The peacefulness of the lake had often brought peace within her, among her emotions, but could it again? Staring at a duck that was grabbing at a piece of bread she had thrown it, she slowly, silently began to cry. Memories came rushing into her mind of the good times, the few bad times, and the last day.

Often the memories came, making her heart beat a hundred times faster, memories bumping and jumbling over each other in her mind. . .always making her cry.

She had loved her old home, and still did. Her best friends were there, her school, her life, and her heart. Why did they have to move? Even after seven months, after adjusting so well to a new country, school, language and new friends, she still wanted to return home.

"Kelly, we miss you, come home soon," Bri had written last week. The wind shifted, and it was getting chillier. Bri, she was special, a lot like Kelly, flirty, happy, crazy, deep, and a little lazy. Sitting there on a rock warmed by the sun, cooled by the breeze, Kelly was reminded of Bri's driveway. Hadn't they many memories of sun, thinking, laughing and waiting sitting on that driveway? The tears, which had gone, came slowly again.

A song floated into Kelly's mind . . ."In my life, I love you more," she sang quietly. More memories came floating back. Crazy dances, personal jokes, street names, love talks. The tears flowed down her cheeks. Kelly missed Kris terribly. Kris, pretty, stubborn, smart, and very shy, at first. Bri and Kelly had gotten her out of her shell. "Ain't that a shame, you're the one to blame," another song stirred up memories.

Looking up, Kelly noticed the sun had started to disappear behind the cotton clouds. The wind, colder and harder that dried the tears to her face, blew the water into tiny, fast-moving ripples.

In a few minutes Kelly would leave, she had homework to do and letters to write, but it was all so beautiful, why didn't she like this place? There was more to do, more freedom, lots of friends, excitement. Her heart dropped even more. Kris and Bri would be forever on her mind. Also that chocolate brown house with the outrageous orange double doors with the many memories would forever keep Kelly from forgetting.

Carefully she stepped away from the rocks and threw the last crumbs of bread to the hungry ducks. More memories and more tears started to form but she pushed them away. After all, only one year and a few months till she'd be at home again. She sighed. It seems like eternity. ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q.

EAST AFRICA

The secretary in my office states that, according to some experts, operating a Xerox copier involves the same potential health dangers as exposure to a functioning X-ray machine. She accordingly considers her duplicating chores, especially those which involve copying books that do not fit under the Xerox machine's flexible protective shield, to be potentially hazardous. Is she right about this?

A.

No. Xerox copiers do not emit ionizing radiation, e.g., X-rays. The light source in Xerox copiers is a fluorescent light. Although ultraviolet rays are generated inside the bulb, they are absorbed by the glass bulb and its fluorescent coating, as well as by the glass plate over the bulb. The ultraviolet exposure to the operator is essentially zero. The Office of Physical Standards at the U.S. Occupational Safety and Health Agency has stated that no harmful rays are emitted by these machines.

Q.

WASHINGTON

Are there some new drugs available for treatment of bilharzia?

A.

Recently, two new drugs became available in the United States, and are being used by our tropical medicine unit. One of these, metrifonate (Bilarcil) is not yet licensed in the United States, but can be obtained from the Public Health Service. This drug is used to treat urinary schistosomiasis only. The other drug, oxamniquine (Vansil), is now marketed in the United States and is used to treat intestinal schistosomiasis (*S. mansoni*). Two other investigational drugs, praziquantel and oltipraz, appear even more promising, but are not yet available for routine clinical use in the United States. Since schistosomiasis can be readily treated with safe, effective oral drugs, we are continuing our routine serological screening with a simple blood test for this disease, on all of those who have had possible exposure abroad.

Q.

ASIA

I'm stationed at a Voice of America relay station in southeast Asia. It's a relatively small operation, with only eight American families. Medical facilities here are very limited but adequate for minor sicknesses, injuries, etc. There are no American doctors. The embassy doctor visits us only every three or four months. The embassy is 800 miles away by air or sea. Recently, I was out of pocket almost $100 when my entire family came down with the flu. And this is not the first time I've had expenses like this. If I were stationed in the capital, I could get free medical care at the embassy health unit or at a nearby U.S. air base, as do the ones fortunate enough to live there. Should the Department reimburse us for local medical expenses?

A.

Without going through the genesis and history of our health care program, let me say that, in general, outpatient care is not authorized and has not been a part of our overseas medical program. In certain situations, outpatient charges related to a previous hospitalization are reimbursable, with exclusions such as obstetrical, pre-existing or dental conditions. At posts where Foreign Service medical or nursing personnel are assigned, they are usually able to provide some outpatient health care services. Nevertheless, even at these posts, there are times when patients are referred to local facilities, and outpatient fees must be absorbed by the employee. Last fall, an agreement was reached with the Department of Defense to provide outpatient medical support at overseas military medical facilities. Outpatient charges (excluding obstetrical and dental visits) at military dispensaries and hospitals abroad are directly billed to State. If you are assigned abroad and require outpatient care which cannot be provided at an embassy health unit or at a U.S. military medical facility, you must pay the expenses. You can then submit claims for reimbursement to your private insurance carrier. This, of course, is the same procedure followed by families assigned to Washington. Neither the embassy nor the Department is able to reimburse you for local medical outpatient expenses incurred overseas.

Q.

EUROPE

Several years ago, there seemed to be some controversy about how long to boil water. . .1, 5, 10, 20 minutes. What's the current thinking on this? Please answer quickly; we're due to hit a tropical hardship post this summer!

A.

Dangerous pathogens such as disease-causing bacteria, parasitic cysts and the hepatitis viruses will be rendered harmless if you boil water at 100 degrees for 10 minutes. For the present, most experts agree that 10 minutes is sufficient.

Q.

My wife was recently hospitalized for one condition for which she was treated

and recovered but, while in the hospital, she contracted an infection entirely separate from and unrelated to her original disorder. The doctor referred to it as a "nosocomial disease." What is a nosocomial disease?

A.

The word is derived from a Greek word pertaining to hospital. Though not common, certain diseases—usually infections—are inadvertently acquired as a result of being hospitalized, and are unrelated to the condition for which hospitalization was required in the first place. Many infections are transmitted by airborne bacteria or viruses, and it is little wonder, even under the strictest precautions, that such cases result. Some infections of this type are transmitted by hospital employees, as well as by ambulatory-wandering patients. In earlier times, before our knowledge of microorganisms, contagion was well known, though its mechanism was not understood. In 1790 the English physician, James Stokes, wrote of the yearly dread of winter at the Liverpool Infirmary. When winter came, the windows were sealed and all cracks covered and stuffed to keep the cold air and drafts out. It was a yearly occurrence that respiratory inflections and flu prevailed throughout the hospital in epidemic proportions, leaving many dead. This was a prime example of a nosocomial infection. □

Dr. Korcak's health hints

Warning signals of diabetes:

Juvenile-onset diabetes, most frequent in adolescents and young adults, is characterized by the sudden appearance of constant urination, abnormal thirst, unusual hunger, rapid loss of weight, irritability, obvious weakness and fatigue, and nausea and vomiting. The symptoms appear suddenly. They signal the urgent need for prompt treatment. Waste no time! It could mean life for you or your child. *See a doctor immediately!*

Adult-onset diabetes, most frequent between the ages of 35 and 60, may include any of the signs of juvenile diabetes, or drowsiness, itching, a family history of diabetes, blurred vision, excessive weight, tingling, numbness, pain in the extremities, easy fatigue, or skin infections and slow healing of cuts and scratches. Any one of these signals can mean diabetes. *See your doctor at once!* □

Alcohol Awareness Program

Letter from a wife (the 'co-alcoholic')

The letter that follows was written by a grateful wife of a Foreign Service officer. It points up the fact that the Department's Alcohol Awareness Program serves not only the alcoholic but the co-alcoholic (the spouse of the alcoholic). Any such spouse is invited to make contact with the program. All inquiries will be treated as confidential.

DEAR SIR:

It is truly a difficult task that I am trying to undertake with this letter. I'm speaking for myself and all the other people in our Government organizations whose spouse is an alcoholic.

Thanks to the State Department's Alcohol Awareness Program, my husband was fortunate to be a guest at Fellowship Hall (an alcoholic rehabilitation center) in Greensboro, N.C. He, now, knows his disease and what he can do for a continuous remission. Yet, had I not had the opportunity to attend the "Family Sessions" at Fellowship Hall, I would still be his "co-alcoholic." By definition, the "co-alcoholic" gets the disease without the addiction.

What did I learn in those family sessions? How not to interfere by criticizing or making up for his shortcomings. That his failures are not mine, no matter what others may think. Perhaps that sounds easy, but for a spouse that has learned so many devious methods of hiding this disease from the world, it's not so easy. Alcoholism starts one day at a time, and its remission begins one day at a time. Words are easy, concepts are difficult. Yet without the concepts learned at Fellowship Hall I would continue my life in an unhealthy state. Marriage failures in alcoholic families are high—ours could fail, only time will tell. Should it fail, however, at least I could walk away healthier than the spouse who never even knew she was riddled with the disease of "co-alcoholism."

On my behalf, I thank the Department and the program for its selection of Fellowship Hall and for my time spent there. On behalf of all other spouses, I hope that they recognize they need help, too. Sending only the alcoholic is treating three-fourths of the problem, and making his struggle for remission much more difficult to accomplish.

Sincerely,
(ANONYMOUS)

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C., telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

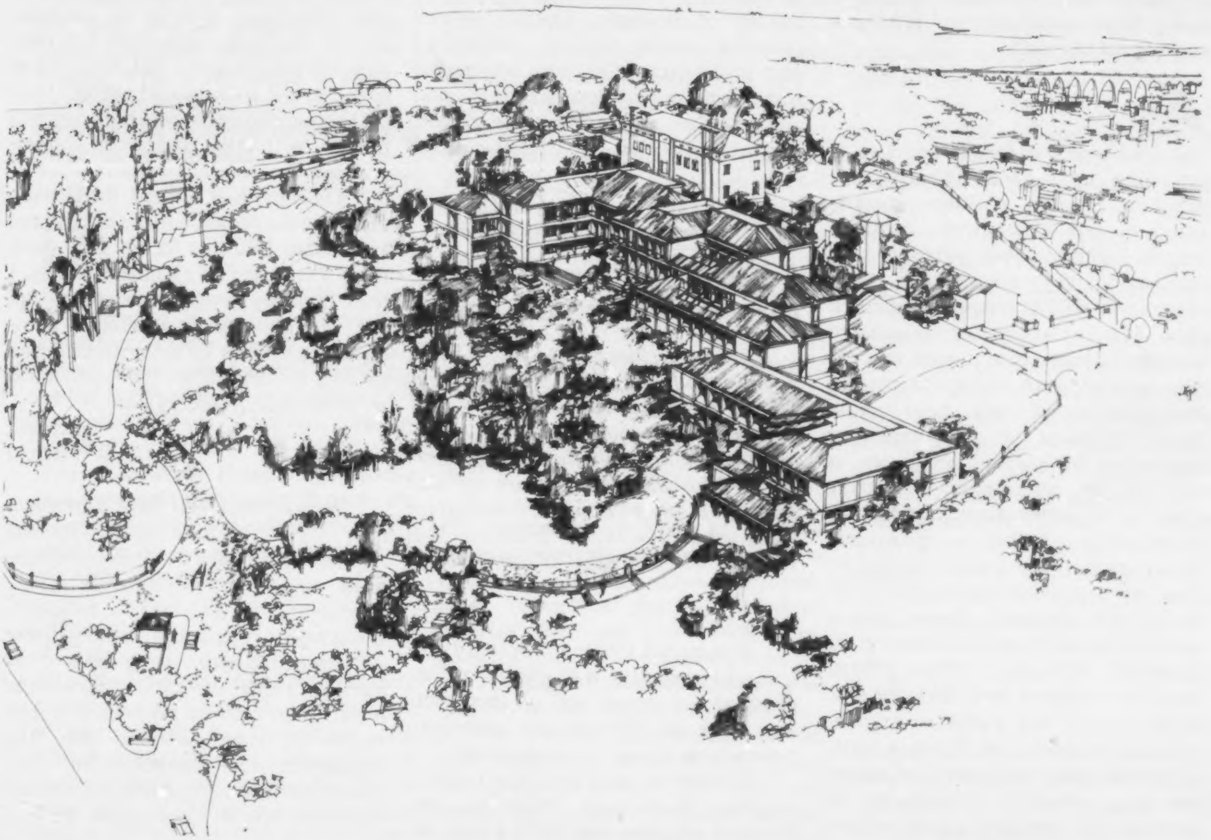
Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving coowner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

Foreign Service Buildings

Here's a rave review for State's new building designs

Architectural magazine praises their 'good neighbor' image



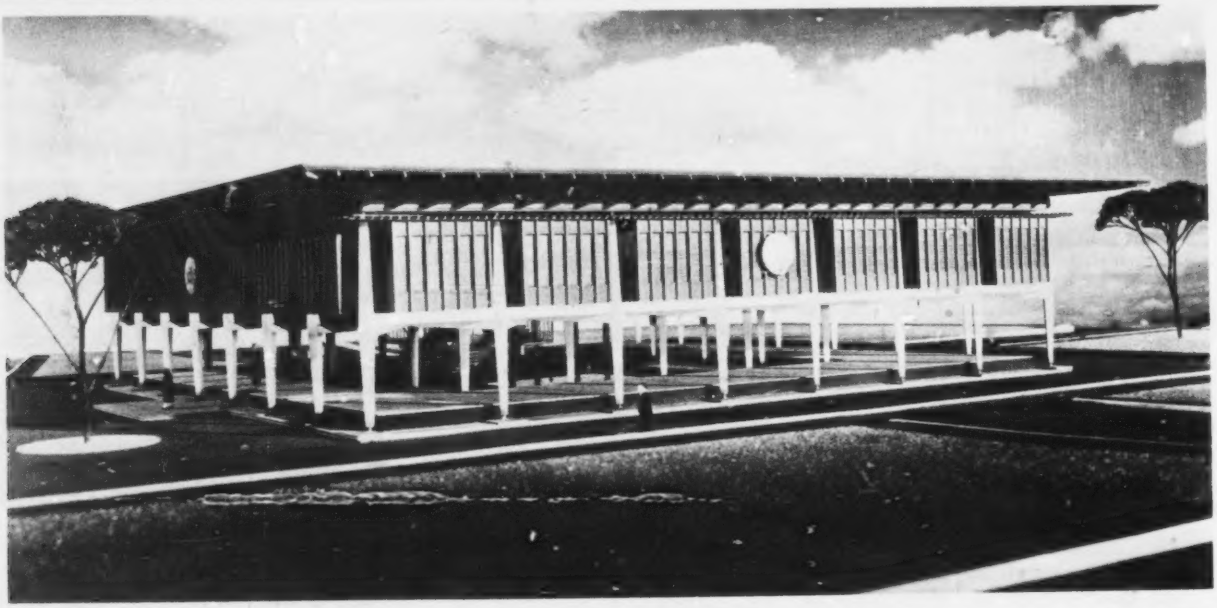
Lisbon building design

THE DEPARTMENT'S Office of Foreign Buildings, under the direction of William L. Slayton since 1978, is turning heads in the world of architecture. According to a recent article in the trade magazine Architectural Record, the office is helping to shape our nation's image abroad with its latest designs for embassies and consulates.

Not long ago, says Barclay F. Gordon in the Record, an invitation to do work for State was regarded as a mixed blessing—it "came to the architect like a third martini." It brought prestige to the architect, but also the frustrations caused by inadequate funds. But now, the Record adds, State is no longer "the insensitive bureaucratic client it once was. . .a place where high hopes went to die." In fact, the article continues, State's Office of Foreign Buildings pulses now with energy, renewed enthusiasm and professional independence.

The Record attributes part of this new enthusiasm to Mr. Slayton's appointment. It appears to agree with an appraisal made by Peter Blake in the Washington Star (STATE, April 1980), which describes Mr. Slayton as a man who takes chances and stays ahead of architectural trends. It observes that a large part of his time is spent traveling, not only across the United States in search of design talent, but also overseas to posts where projects are in the works.

Discussing one of his recent trips in an interview with STATE, Mr. Slayton told how he had agreed to a rather unconventional solution to a problem connected with expanding the chancery in Accra, Ghana. "The chancery is on stilts," he said. "It was originally designed as a consulate back in 1957 by Harry Weese, the architect who also designed the Washington subway and Arena Stage. I discussed the problem with Mr. Weese in Accra, and he said: 'I think we can fill in the stilts and preserve the style.' I wouldn't have suggested that, although it had crossed my mind."



A model of the chancery in Ghana, built on stilts.

Filling in the stilts would add 9000 net square feet, enough for the consular and administrative sections now housed in an annex three miles from the chancery. With a greenlight from Mr. Slayton, Mr. Weese is now working on the design plans.

The Record observes that, in the late '50s and early '60s, the Office of Foreign Buildings became identified with well-publicized buildings like the embassy in London, by Eero Saarinen; the Dublin embassy, by John Johansen; and the embassy in New Delhi, by Edward Durrell Stone, who also designed the Kennedy Center. Each of those buildings, the magazine says, "made no less than a ringing declaration of American presence," and expressed America's expanded role in world affairs.

But newer designs from the Office of Foreign Buildings "are neither provocative metaphors for wealth and power, nor gestures of condescension." Instead, the designs are less heroic, more coordinated with their surroundings and strive for what the Record calls a "good neighbor" image. "In short, they are designs that have cast off. . .the cloak of arrogance that. . .is said to have characterized our image in the past." Although less provocative, the Record adds, the new designs are "appealing in form, sensitive to climate and culture, and responsive to the social and political goals set for them by their designers and by a Foreign Buildings Office leadership recharged and rededicated to excellence."

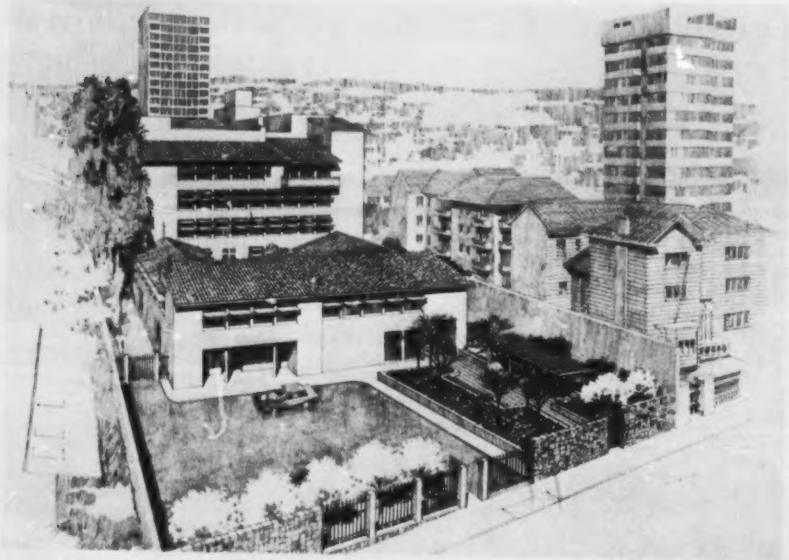
Among the recent designs mentioned in the Record is that of the embassy residence in Giza, Egypt. "The Mississippi plantation house was deliberately selected as a design metaphor," the magazine says, "because it is a 'uniquely American image' and because it adapts well to a lowland semitropical climate."

Bill Slayton, left, Harry Weese and Ambassador Thomas Smith, in Accra, Ghana.

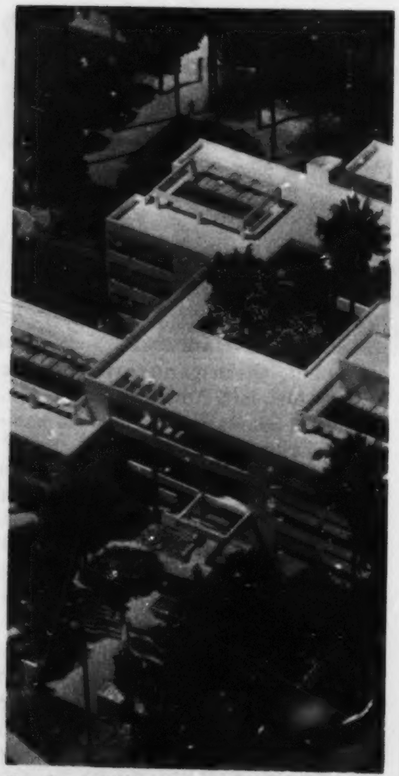
In Kuala Lumpur, "the deep verandahs and broad sheltering roof forms are all design responses to (Malaysia's) blistering equatorial sun." The architect's design is seen as being sensitive to the forms and materials of Malaysian classical architecture.

Housing units recently built in Tokyo are in groups of highrises and townhouses and conform, according to the Record, with their city surroundings and the Tokyo sunshine-shadow codes (no higher than 14 stories).

In Colombo, the Record says, the



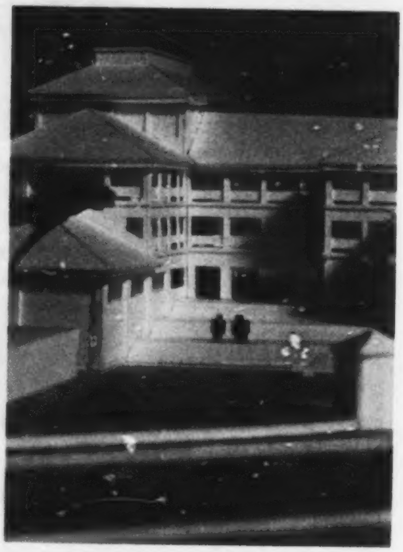
La Paz building design.



San Jose building design. *(Photo by Gerald Ratto Photography)*

architect had to meet strict security requirements with a design of American flavor, but in accordance with the architectural tradition of Sri Lanka. He chose teak and granite, both very resistant to salt-sea air, and huge roofs with deep overhangs to protect against the sun. The clay tiles chosen for the roof's finish are expected to "age beautifully."

The site for the embassy in Portugal is a former estate and monastery, that includes several buildings on the crest of a hill. To insert a contemporary office building into a group of fragile residential buildings, the architects chose to build a lowrise structure into the hillside contours, thus using the hill itself as a "visual buffer."



Kuala Lumpur building design.

Since there is no strong indigenous architecture to follow in Costa Rica, according to the article, the office building in San Jose is designed to be a "calm and un-self-conscious low-rise. organized around a central courtyard."

The design of the embassy building in La Paz, which requires a high level of environmental security, is intended to be dignified and modest in scale. This is achieved, says the Record, by a building set back from the street with an exterior of concrete columns and stucco and two interior courts.

As a group, the newer designs reflect a shifting emphasis in architecture itself, according to the Record, and are "calmer in the signals they send out," but are no less persuasive, substantive, or "robust in their convictions." ■

Celebration in Paris

French television recently produced an hour-long show celebrating the completion of a year's program of historical architectural preservation throughout France, "l'annee de patrimoine."

Twenty percent of the broadcast centered on L'Hotel Talleyrand, the building housing the primary chancery sections of the U.S. embassy in Paris. The building was designed by French architects Jacques-Ange Gabriel and Jean-Francis Chalgrin. American architect Hugh Newell Jacobsen who was commissioned by the U.S. Government to restore and rehabilitate the building, appeared on the program and commented on the commitment and pride of his government's participation in the event.

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*

Grievant wins case, loses on legal fees

490—The grievant protested his scheduled selection-out for maximum time-in-class, charging his agency with four irregularities in handling his performance file. Before the board reached a decision in the case, the grievant was promoted. This prompted a reformulation of the grievance and, by way of relief, a request that his long-sought promotion be made effective six years earlier, and that he be reimbursed for attorney fees. The board found three of the four issues to be meritorious:

(1) The grievant objected to a criticism of his performance which was attached to a United Superior Honor Award citation he had received. He charged that, when a promotion panel considered such an award, any negative comments accompanying the award would assume a significance out of proportion to the significance of the award alone. The agency—which in response to the grievance did remove the critical attachment—told the grievant that, even assuming that the comments were unjustified, it did not believe their presence would have had a significant bearing on his promotion opportunities.

The board found the statement to be clearly wrongful, and concluded that the grievant's promotion chances must have been damaged during the four years the statement was in his file.

(2) The grievant contended that his promotion chances were further prejudiced in a certain year by the improper inclusion in his file of promotion panel criticisms of two performance evaluations he prepared on junior officers. He wrote a point-by-point rebuttal to his agency. As a result, the agency was persuaded that the criticisms should be removed from his file, but asserted that such material "would not have a significantly adverse effect" on an officer's consideration for promotion.

The board determined the inclusion of the criticisms in the grievant's file to be improper, and that they prejudiced his opportunities for promotion during the year (Year X) they were in his file.

(3) The grievant charged that his promotion chances were also damaged for four years by the improper exclusion from his file of a promotion panel commendation for his preparation of a performance evaluation. The agency said such an omission would not have made any significant difference in the likelihood of the grievant's being promoted, since such letters "do not constitute a reflection of the substantive performance of the officer." It also said there was no way of telling exactly when the document went into or was removed from his file.

The board disagreed with the agency's arguments, and said it could be reasonably assumed that the document was not in the file for the four years in question. "This assumption is sufficient basis for the board to hold that he was disadvantaged in competing for promotion."

In conclusion, the board said that each of these matters, by itself, may not have damaged the grievant to such an extent as to warrant remedial action. But together these wrongs, viewed in light of the grievant's promotion panel rankings, did seriously prejudice his promotion opportunities and some kind of remedy was appropriate. Based on a detailed year-by-year review of the grievant's performance file over a four-year period, the board said he was to a greater or lesser degree handicapped in competing for promotion due to the errors of omission and commission. It concluded that had his file been properly constituted in Year X, he would in all likelihood have been reached for promotion that year. It ordered that the date of his latest promotion be made retroactive to Year X.

Attorney fees

The board said it believed payment of attorney fees to be appropriate only if warranted in the "interest of justice."

A number of considerations seemed significant. To begin with, the agency actions protested by the grievant in this case did not constitute a "prohibited personnel practice." Nor did the agency behave in an arbitrary or capricious manner. Indeed, the position it took could not be said to have been clearly without merit. The agency conceded there were mistakes made with respect to the grievant's performance file, and it corrected them. Its dispute with the grievant concerned the significance of such mistakes, the extent to which they may have prejudiced his promotional opportunities. The grievant insisted that but for these errors he would have been promoted earlier. The agency disagreed. Both arguments were necessarily based on speculation as to what promotion panels would have done had they not been exposed to such errors. Although the board found the grievant's view more compelling, it did not believe the agency acted in bad faith, and stated that there were two perfectly legitimate sides to this controversy.

The board found, for these reasons, that the payment of attorney fees would not be in the "interest of justice." ☐

Agency prevails on 2 retirement issues

507—This grievance consists of two parts. In the first, the grievant faulted his agency for not allowing him to rescind his application for voluntary retirement when he later applied for disability retirement.

The grievant contended that the decision to deny his request to withdraw his voluntary retirement application was denied at a lower level within his agency than is authorized by regulation. His agency successfully argued that, although the head of personnel has the discretionary authority to accept a withdrawal of a voluntary retirement, there are certain circumstances under which he cannot approve a withdrawal. The grievant's was such a case because his last position had been abolished and there were no other positions available to him.

In the second part, the grievant claimed there had been several errors made in the handling of his appeal of the agency's denial of his application for disability retirement. However, the board found there was sufficient evidence to substantiate the agency's claim that the appeal procedure had been carried out in accordance with existing regulations.

The grievance was denied. □

Agency 'conformed to regulations'

519—The grievant complained that, when he was recruited from another agency, he should have been given an FS grade equal to the GS grade of the position, instead of the FSR appointment one grade higher than his former GS grade. He further claimed that the agency had no authority to extend a detail under which he was assigned to another agency; that the agency violated the merit promotion process when it did not select him for the reinstated position he had originally been hired to fill; and that, after the agency was reorganized, he was not assigned to a position commensurate with his grade. As relief, he asked that he be given the higher grade and back pay from the time of his original appointment, and any allowances due him.

The agency argued that, under the Foreign Service Act of 1946, as amended, the Foreign Service personnel system is established on the concept of rank-in-the-person, regardless of the grade or class of the position the person occupies, and that the employee is not subject to promotion or demotion as is the case in the Civil Service personnel system, where the grade of the incumbent is determined by the position. The regulations in place at the time the grievant was appointed required the agency to appoint him under the Foreign Affairs Specialist Program, a program he was informed of and he accepted. Because he was a foreign affairs specialist, the agency was authorized to detail him to another agency. The agency explained that it had offered him a position in the office from which he had been detailed, but that he had refused it.

The board found that the agency's actions conformed to regulations and personnel practices in effect at the time, and found no merit in the grievance. □

Part payment ordered on tardy air freight

543—Before departing post for home leave and transfer, the grievant provided the general services officer detailed instructions concerning the shipment of his air freight, including the name of his personal representative at post with whom he had left funds to cover possible overweight charges. After about two weeks at his home-leave address, the air freight had not arrived, and the grievant requested the assistance of his agency. Although he actively pursued the matter, his air freight did not arrive at his home-leave address until after he had completed his leave and reported to Washington—some three-and-one-half months from the date he had left post. He claimed that, because the post failed to ship his air freight in a prompt manner, he was forced to purchase certain items for which he requested reimbursement. He contended that the delay in shipment was a violation, misinterpretation or misapplication of published regulations and policies.

The agency agreed that something had gone wrong, but found the cause to be "human error" and not a failure to comply with regulations or policies. To justify its denial of the grievance, the agency noted that the U.S. comptroller general had consistently ruled that, in the absence of a statute so providing, the U.S. Government may not be held liable for negligent acts of its employees.

The board found that regulations were violated, causing a financial loss to the grievant. Because the board did not believe it was the intention of the Supreme Court or of the comptroller general to ignore violations of law, regulation or policy that occur to the detriment of an employee, on the ground that "the Government" is not responsible for financial claims arising from improper acts or negligence of its employees, it recommended that the grievant be reimbursed a reasonable portion of his claim. □

Contested sentence stays in report

544—The grievant claimed that a chief of mission included a falsely prejudicial sentence in a reviewing statement of an otherwise outstanding evaluation report he received. This, he alleged, led to his being given a low ranking by an evaluation panel, rather than a deserved promotion. He also claimed the reviewing statement was procedurally defective in that it was completed and dated prior to the date the rating officer prepared the evaluation report and that it was not discussed with him. The grievant pointed out what he perceived as great disparity between the two officers' evaluations and blamed this on his disagreement with the reviewing officer. As remedy, the grievant asked that the contested sentence be removed from the report and that he be retroactively promoted.

The agency argued that (a) under regulations, the reviewing officer is instructed to observe, appraise and comment on the rated employee, even though his findings may be different from those of the rating officer; and (b) the reviewing officer explained that his statement was completed at the time it was because he was departing post. According to the agency, the reviewing officer stated that he would not have changed his statement even if he had discussed it with the grievant. The lack of discussion, the agency maintains, did not disadvantage the grievant, nor did it keep him from including his written comments in the evaluation report.

The board did not find the contested sentence falsely prejudicial. Although the sentence might be considered critical, it reflected an observation by the reviewing officer of the grievant's approach to his duties, which was supported by a similar comment made by the rating officer. When viewed in its entirety, the reviewing statement was considered laudatory of the grievant. The record of proceedings contained no evidence that the reviewing statement was placed in the grievant's report against regulations, nor that the low ranking was caused by the statement. The board therefore found no merit in the grievance. ☐

He's 'superior'— not 'outstanding'

541—The grievant asserted that an efficiency report on his performance for a 13-month period was defective because two performance memoranda written by two short-term supervisors within the rating period were not discussed with him. The impact of these memoranda, the grievant stated, caused the overall appraisal at issue to be lowered from "outstanding" to "superior." The grievant asked that the evaluation report be revised, disregarding the comments by the two short-term supervisors. He also requested that the two officers be reprimanded.

The agency offered to delete portions of the evaluation report, but did not agree to the specific revision the grievant requested.

The grievance board concluded that, while it would have been desirable for the two officers to discuss their memoranda with the grievant before transmitting them to the rating officer, it was not mandatory. From the facts before it, the board found no merit in the grievance, and set aside the request that the two supervisors be reprimanded. ☐

Agency was wrong, must pay car costs

568—The grievant claimed that travel expenses incurred driving a replacement privately-owned vehicle (POV) across the United States during home leave, and then shipping it from San Francisco to his new post, should not be disallowed. He argued that he chose this mode of travel only after being advised by responsible agency officials at his old post and in Washington that there would be a cost advantage to the Government. He submitted as evidence the computations made by the agency officials. Subsequently, the agency discovered that it had made an error in quoting shipping costs, but the travel had already been performed.

The agency, in its final review, was sympathetic with the grievance, but denied the claim based on agency regulations that the cost of driving/shipping a POV must not exceed the lowest cost to the Government if the POV had been shipped direct from post to post. It furthermore cited an agency regulation to the effect that the traveler is responsible for the correct performance of official travel, regardless of who may have assisted in making travel arrangements.

The board found that the grievant had obtained written cost estimates from responsible officials at post and in Washington, and prudently consulted again with agency officials regarding the comparative costs while on home leave. It was only after the verification of the cost estimates that he chose his mode of travel. The board found no evidence that the grievant had violated any travel regulations. It did find, however, that the agency had furnished inaccurate information to the grievant, on which he based his decision. The board, having found merit in the grievance, ordered the agency to reimburse the amount disallowed, and to restore that period of annual leave that had been incorrectly charged for his travel by POV. ■

BELGRADE, Yugoslavia—*Diane Maimone* adjusts 10-year award pin just presented to *Stephen M. Geis III.*

Education and Training

Schedule of courses at Foreign Service Institute

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Administrative Training				
Administrative CORE	6,27	—	8	3 weeks
General Services Operations	6,27	17	28	3 weeks
Personnel Laboratory	6,27	17	28	2 weeks
Budget and Financial Management	6,27	17	28	6 weeks
Coping with Violence Abroad	6,13 20,27	3,10 17,24	10,14 21	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Consular Employees Professional Seminar	—	—	14	2 weeks
Economic and commercial training				
Advanced Economic Review Seminar	20	—	—	5 weeks
Senior Trade Expansion Seminar	—	5	—	3 days
Contemporary Economic and Quantitative Analysis	20	—	—	5 weeks
Information Systems Manager Training	13	—	—	3 weeks
Executive development				
Executive EEO Seminar	—	—	22	1 day
Supervisory Studies Seminar	—	23	—	5 days
Program Directors' Management Seminar	—	—	9	3 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	—	14	2 weeks
Analytic Reporting Skills	—	10	—	2 weeks
Orientation				
Departmental Clerical Orientation	13	10	8	5 days
Departmental Officer Orientation	—	3	28	2 days
Foreign Service Orientation	13	3	28	1 week
Foreign Service officer orientation	—	12	—	6½ weeks
Secretarial skills				
Management Skills for Secretaries	—	—	23	2 days
Human Relations and Secretarial Office Procedures	—	—	21	8 days
Foreign Service Secretarial Training	—	24	—	5 days
Clerical skills				
Beginning Stenography	—	—	8	9 weeks
Intermediate Stenography	—	—	8	9 weeks
Advanced Stenography	—	—	14	10 weeks
Beginning Typewriting	—	—	8	9 weeks
Intermediate Typewriting	—	—	14	4 weeks
Communication skills				
Speech and Oral Communications	—	—	21	10 weeks
Courses for managers				
Effective Writing for Managers	—	—	21	4 weeks
Overseas briefing center				
Workshop for Foreign Service Families	13	—	21	2 weeks
Going Overseas	11,29	—	—	1 day
Area studies				
Africa, Sub-Sahara	—	10	28	2 weeks
Western Europe	—	10	28	2 weeks
East Asia	—	10	—	2 weeks
Eastern Europe and USSR	—	10	—	2 weeks
Latin America	—	10	28	2 weeks

—(Continued on next page)

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

"A New Direction in Foreign Policy," American Society of Newspaper Editors, Washington, 4/24/81 (Current Policy No. 275).

Africa

Aid for African refugees; acting director of Bureau of Refugee Programs, W. R. Smyser; House Foreign Affairs Committee Subcommittee on Africa, 3/19/81 (Current Policy No. 268).

Asia

Foreign policy priorities in Asia; under secretary for political affairs, Walter J. Stoessel Jr.; Los Angeles World Affairs Council, 4/24/81 (Current Policy No. 274).

Inter-American affairs

Bilateral assistance; acting assistant secretary for inter-American affairs, John Bushnell; House Foreign Affairs Committee, 3/23/81 (Current Policy No. 269).

Near East and South Asia

Middle East regional security; director of Bureau of Politico-Military Affairs; House Foreign Affairs Committee Subcommittee on International Security and Scientific Affairs, 3/23/81 (Current Policy No. 270).

Developing states

Development assistance for the Third World; acting director of the International Development Cooperation Agency; House Foreign Affairs Committee, 3/19/81 (Current Policy No. 267).

International economics

Energy security and international preparedness; deputy assistant secretary for international energy policy, Edward L. Morse; Conference of Energy Bureau, Inc., Houston, Tex., 3/23/81 (Current Policy No. 272).

Global economic interdependence; assistant secretary for economic and business affairs, Dean R. Hinton; Center for International Business, Dallas, 4/8/81 (Current Policy No. 273).

Military affairs

U.S. collective defense arrangements (seven treaties), April 1981 (Special Report No. 81).

Security assistance

Fiscal year 1982 proposals for security assistance; under secretary for security assistance, James L. Buckley; House Foreign Affairs Committee Subcommittee on International Security and Scientific Affairs, 3/19/81 (Current Policy No. 266).

GIST

African refugees (4/81).
U.S.-China agricultural trade (4/81).
U.S. export expansion (5/81).

Background Notes

Canada (3/81).
Liechtenstein (3/81).
Malta (3/81).
Portugal (4/81).
Seychelles (3/81).
Togo (3/81). □

Analytic reporting is subject of workshops

Ten-day workshops in analytic reporting are being offered August 10 and October 5 at the Foreign Service Institute. Enrollment preference will be given to Class 5 and 6 Foreign Service officers, but eligibility extends to Classes 2, 3 and 4; to Civil Service officers from GS-9 to 15; and to Foreign Service Staff officers of Classes 1 through 4.

A Department Notice says: "Materials used in the course are drawn from current field reporting, from diverse political, economic and cultural settings, and form the basis for multiple exercises and discussions. . .This workshop will provide a unique opportunity to officers entering their first substantive reporting job to learn skills and enhance their competence. More experienced officers will be able to review, update and practice skills learned earlier."

For information, telephone the institute's political training office at 235-8776, or contact your bureau training officer. □

Law of the sea meeting

The Advisory Committee on the Law of the Sea will meet in closed session June 8-9, and in open session, June 9. The open session will convene at 2:30 p.m., in Room 1410. □

—(Continued from preceding page)

Program	*July*	*Aug.*	*Sept.*	*Length of course*
Near East and North Africa	—	10	28	2 weeks
South Asia	—	10	28	2 weeks
Southeast Asia	—	10	—	2 weeks
Language and advanced area courses				
Afrikaans	—	24	—	24 weeks
Amharic	—	24	—	24/44 weeks
Arabic (Eastern)	—	24	—	24 weeks
Arabic, Modern Standard	—	10	—	24/44 weeks
Arabic (Western)	—	24	—	24/44 weeks
Arabic, Modern Standard (Advanced in Tunis)	—	24	—	12/15 months
Bengali	—	24	—	24/44 weeks
Bulgarian	—	24	—	24/44 weeks
Burmese	—	24	—	24/44 weeks
Chinese (Standard)	—	24	—	24/44 weeks
Czech	—	24	—	24/44 weeks
Danish	—	24	—	24 weeks
Dari (Afghan Persian)	—	24	—	24/44 weeks
Dutch	—	24	—	24 weeks
Farsi (Iranian Persian)	—	24	—	24/44 weeks
Finnish	—	24	—	24/44 weeks
French	27	24	21	20 weeks
German	27	—	21	20 weeks
Greek	—	24	—	24/44 weeks
Hebrew	—	24	—	24/44 weeks
Hindi	—	24	—	24/44 weeks
Hungarian	—	24	—	24/44 weeks
Indonesian	—	24	—	32 weeks
Italian	27	—	21	20 weeks
Japanese	—	24	—	24/44 weeks
Japanese (Advanced, in Yokohama)	—	10	—	12/15 months
Korean	—	24	—	24/44 weeks
Lao	—	24	—	24/44 weeks
Norwegian	—	24	—	24 weeks
Pilipino	—	24	—	24/44 weeks
Polish	—	24	—	24/44 weeks
Portuguese	27	—	21	20 weeks
Romanian	—	24	—	24 weeks
Russian	—	24	—	24/47 weeks
Serbo-Croatian	—	24	—	24/44 weeks
Spanish	27	24	21	20 weeks
Swahili	—	24	—	24/44 weeks
Swedish	—	24	—	24 weeks
Thai	—	24	—	24/44 weeks
Turkish	—	24	—	24/44 weeks
Urdu	—	24	—	24/44 weeks
Short language and cultural familiarization programs (fast) courses				
Chinese	—	—	21	6 weeks
French (Metrop.)	6	17	21	10 weeks[1]
French (Sub-Sah.)	6	17	21	10 weeks[1]
German	6	—	21	10 weeks[1]
Italian	6	—	21	10 weeks[1]
Polish	6	—	—	6 weeks
Portuguese (L.A.)	6	—	21	10 weeks[1]
Portuguese (Eur.)	6	—	21	10 weeks[1]
Russian	6	—	—	6 weeks
Spanish (L.A.)	6	17	21	10 weeks[1]
Spanish (Eur.)	6	17	21	10 weeks[1]
Thai	—	—	8	6 weeks
Turkish	6	—	—	6 weeks

[1] Week of July 27 has no scheduled classes for short courses in French, Spanish, German, Italian and Portuguese. Classes in session over that week will be scheduled for 11 weeks total, including a week of leave. ■

Post of the Month: Georgetown

GEORGETOWN, *Guyana,* that is, on the northern coast of South America: U.S. diplomatic people who live and work there find themselves in an environment that combines African, East Indian, American Indian and British cultures. This is part of a continuing series in STATE on our overseas posts. *(Photos by Thavanh Sevengsouk)*

Statue of Queen Victoria in the botanical gardens.

City Hall.

Connie Minar at a fruit stand in Bourda Market.

Cultural specialist *Basil Hinds* and assistant public affairs officer *Willene Daniels.*

business statistics

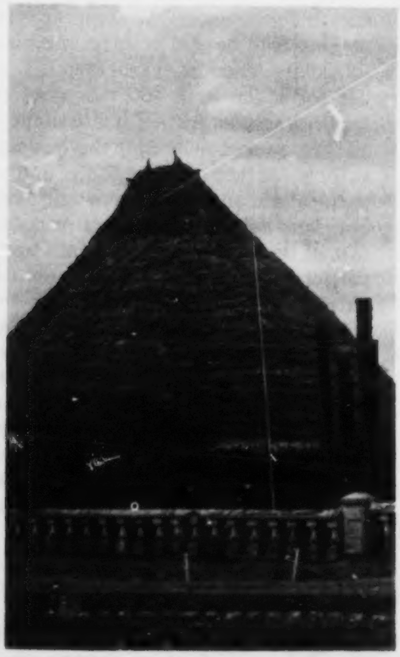
Ambassador *George Roberts* and non-commissioned officer-in-charge *Vicente Leija,* at flagraising ceremony.

In a local handicraft shop are *Ines Napierskowski* and *Susan Matthews*, reaching for a hanging flower basket.

Deputy chief of mission *Richard Dwyer*.

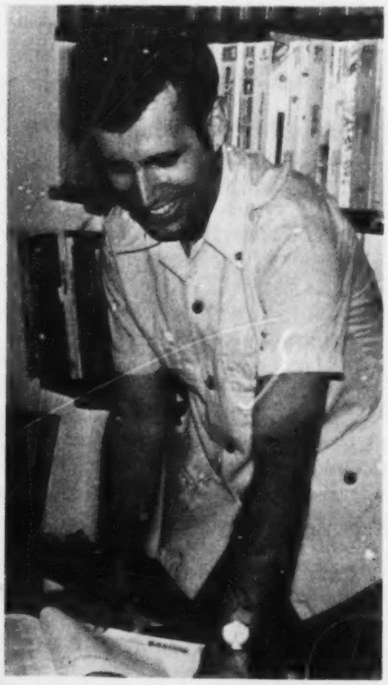
At the ambassador's pool are *Kim* and *Greg Goodman*, with *Jefferson* and *Franklin Sevengsouk*.

Embassy nurse *Peggy Steen*, center, with communications program officer *Bill Ford* and her assistant, *Carole Young-Kong*.



Umana Yana, an American Indian name which means "meeting place," built by the Wai Wai tribe.

Economic/commercial officer *Chris Webster*. ■



Administrative Officer *Franklin English* with, from left, *Pat Lord, Jeane Hinds, Pat Kandasamy, Eileen Madray, Candy Pierre* and *Madellon Lopes*.

American Diplomacy 1781

Relying on His Majesty's influence

JUNE 1781

BY JAN K. HERMAN

IT IS ANOTHER HOT, muggy June in the rebel capital. From inside the stuffy building where the delegates meet, come angry shouts, threats and an occasional obscenity. Congress is in session. The young nation, too poor to pay or feed its troops, is without currency and soon may be without the support of its one European ally.

The French minister, Luzerne, has begun to implement Vergennes' plan to bring the United States to the Vienna bargaining table as part of the French delegation. He strongly suggests that John Adams either be given a new set of instructions subordinating him to King Louis' authority, or that two additional peace commissioners be appointed. Vergennes' fear that the obstinate, uncompromising New Englander is a real threat to the negotiations is not without foundation.

Adams has already guessed that the interests of his homeland have become coincidental in the overall negotiating strategy.

For many of the congressional delegates, there is no choice. To lose French aid now would be disastrous. Luzerne dictates the terms and the delegates rush to do his bidding. On the 12th, they adopt a set of resolutions embracing Vergennes' plan. They accept Russian and Austrian mediation. They vote to subordinate American representatives to the French delegation. The delegates empower the peace representatives to sign a treaty based on previous instructions and on terms recognizing American independence, but all negotiating details will be worked out in concert with the French delegation.

This business out of the way, the congressmen open debate on Luzerne's suggestion to dilute John Adams' authority. Nominations for two additional peace commissioners come fast and furiously, and the balloting takes place in an atmosphere of partisan squabbling and character assassination. John Laurens and his father, Henry, and Thomas Jefferson, John Jay, Benjamin Franklin, Joseph Reed and William Carmichael are placed in nomination, but only Jay wins on the first ballot. Luzerne lobbies for Franklin, while the Lee-Adams faction does what it can to block the old diplomat's election.

After several ballots and a near breakdown of order, Jefferson, Franklin, Jay and Henry Laurens (still a prisoner in the Tower of London) are elected as peace commissioners and instructed to join John Adams in Europe. Their instructions are unmistakably to the point: ". . .you are to make the most candid and confidential communications upon all subjects to the ministers of our generous ally, the King of France; to undertake nothing in the negotiations for peace or truce without their knowledge and concurrence; and ultimately to govern yourselves by their advice and opinion, endeavoring in your whole conduct to make them sensible how much we rely upon his majesty's influence for effectual aid. . ."

It would seem that Luzerne's strong-arm tactics have accomplished two things. John Adams has been removed as a hindrance to the negotiations and the sovereignty of a sovereign nation has been compromised.

The tempestuous congressional debates, the outcome of the voting and the aims of the peace conference and its implications for American independence are well known, at least to the publishers of Philadelphia's principal newspaper. The Packet calls upon patriots everywhere not to slacken in their efforts to win the war, noting that the so-called secret convention of belligerents at Vienna will be bargaining away American independence. "To suppose that nothing is to be said in this convention respecting America, or that even Britain has forbidden it, is too ridiculous to require a serious answer. It is to suppose all the powers convened in this business as fools; for how can they confer upon a pacification, and at the same time leave out America, the source and principal seat of the war?" The paper calls upon patriots to embarrass Britain on the battlefield and not to embarrass the "noble negotiator in Europe. . .if the measures we take here do not give force to his demands on our behalf, and an edge to his arguments and persuasions. . .One signal defeat of the British will have more effect on the negotiations at Vienna than all the eloquence of the most accomplished plenipotentiaries."

(One of a series)

Such a British embarrassment is already taking place at the village of Ninety-Six in western South Carolina. On the 29th, the British abandon the fortified outpost and retreat to the coast, the only part of the state still held by the redcoats. ■

Diplo-Crostic No. 10

BY CAROL BECKER
Department of State Library

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 9" appeared in the April issue; the solution was in the May STATE.)

1U	2C	3a	4H	5K	■	6Y	7K	8b	■	9V	10N	11a	12L	13E	14F	15X	16O	17J	■
18P	19U	20O	21G	22X	23K	24L	25S	26W	27B	■	28C	29K	30T	31I	■	32H	33A	34V	■
35A	36H	37Z	38P	39E	40M	■	41L	42V	43S	44I	45a	46b	47H	48F	49E	■	50L	51P	■
52U	53N	54F	■	55D	56Y	57I	58C	■	59V	60Y	■	61Q	62C	63D	■	64X	65A	66N	67S
■	68A	69C	70b	71a	■	72S	73Q	74L	75Y	76E	77H	78X	79I	80U	■	81J	82K	■	83S
■	84C	85R	86P	87Z	■	88b	89Q	90I	91H	■	92X	93H	94A	95Z	■	96K	97M	98G	99L
100Q	■	101H	102O	103T	■	104O	105H	106C	107I	108U	109T	110a	111R	■	112a	113J	■	114J	115U
116E	■	117Y	118E	119L	120V	121M	122H	123C	124J	125F	126O	■	127F	128E	■	129E	130R	131O	132E
133A	■	134J	135L	136H	137P	138S	139K	140G	141A	142O	143N	144Y	145B	■	146Y	147C	148Z	149E	■
150B	151b	152R	■	153E	154V	155W	156J	157V	■	158X	159H	160A	161V	■	162a	163O	164U	165I	166B
167X	168R	169T	■	170D	171M	172X	173Y	174G	175H	■	176C	177b	■	178F	179R	180I	181a	182U	■
183P	184M	185B	186I	187a	188Q	189R	190H	191Z	192X	193b	194T	■	195S	196M	197Y	198J	■	199L	200B
201P	202U	203A	204C	205R	206I	207E	208Q	209b	■	210N	211F	212E	213C	214S	215a	216K	217O	■	218Q
219W	220N	■	221O	222T	223Q	224V	225C	226G	227M	■	228H	229J	230N	231Y	232F	233X	234S	■	235P
236G	237D	■	238C	239U	240B	241E	242D	■	243Y	244E	245X	246N	247D	248I	249a	■	■	■	■

DEFINITIONS	WORDS
A. U.S. National Monument in Alaska	94 33 65 203 141 68 35 133 160
B. "The British capital has been called the ______ of all cities" (*Blackwell's*, 1832)	145 200 185 240 166 27 150
C. The part of your salary you never see	238 69 28 62 147 176 106 84 213 225 204 58 2 123
D. Hinder; obstruct	247 170 55 63 242 237
E. National Monument in New York	212 153 39 49 244 13 118 128 241 132 207 116 76 129 149
F. Funeral song	125 48 14 211 232 127 178 54
G. Quartered; billeted	236 98 21 226 140 174
H. National Monument in Arizona with fine examples of desert plants	77 190 47 228 91 36 159 105 122 32 101 136 4 93 175
I. Clown; buffoon	79 186 44 165 31 206 180 248 57 107 90
J. Site of National Monument in Virginia	134 156 17 124 198 229 114 81 113
K. "______ and honor are her clothing" (*Ecclesiastes*, 31:25)	5 23 7 216 82 96 139 29
L. National Monument in California, home of the redwoods	119 24 199 135 99 41 50 12 74
M. National Monument in New Mexico, noted for petroglyphs	227 121 184 171 97 40 196
N. National Monument on Colorado-Utah border with rich fossil deposits	210 66 53 10 246 230 143 220
O. Substitute performer	16 102 217 131 20 104 142 163 221 126
P. Consignment; freight	18 137 183 201 86 38 51 235
Q. How Galbraith characterized our society	89 218 223 208 73 188 100 61
R. Where every good story finishes	85 189 152 130 168 179 205 111
S. "In the ______ of the dark, all the dogs of Europe bark." (W.H. Auden, 1940)	67 138 214 195 234 72 83 25 43
T. Transferred ownership	109 30 194 103 222 169
U. Body of water between Staten and Long Islands	19 115 182 108 52 202 164 239 1 80
V. National Monument on the Colorado-Utah border with cliff dwellings	154 59 42 161 34 9 224 157 120
W. Acronym for the elimination of discrimination in hiring	26 155 219
X. National Monument in Nebraska	233 22 78 167 245 64 192 158 172 92 15
Y. Egypt, Libya, Sudan, Morocco, Algeria, and Tunisia	173 243 197 146 75 56 60 144 231 117 6
Z. Brand name of a home computer	191 37 87 95 148
a. Timothy Gallwey's game	112 11 187 71 3 162 249 215 45 110 181
b. Realistic; natural	193 46 177 8 88 151 70 209

Personnel: Civil Service

Promotions

GS-3

Branch, Talaya C., Medical Services
Briggs, Glossiephine, Administrative and Clerical Pool
Brown, Anita A., Economic and Business Affairs
Carpenter, Sherby J., Passport Office, Records Branch
Duggar, Janice M., Administrative and Clerical Pool
Seaborough, Lois, Bureau of Personnel
Sorbello, Marie E., Bureau of Public Affairs, Office of Public Communication
Thomas, Margaret Ann, Office of Comptroller, Finance Office
Williams, Gwendolyn C., Passport Office, Records Branch

GS-4

Afzal, Leila J., Oceans and International Environmental and Scientific Affairs, Nonproliferation and Export Policy
Anderson, Gloria Elaine, Passport Office, Office of Citizenship, Nationality and Legal Assistance
Clemons, Michael, Office of Operations, Facilities Management and Administrative Services
Harrington, Dorothy, Passport Office, New York
Lee, Nathea Cousar, Administrative and Clerical Pool
Stokes, Carolyn Y., Passport Office, Clearance Branch

GS-5

Brylogle, Karen Lani, Public Affairs, Office of Plans and Opinions Analysis
Edwards, Eunice Y., Foreign Service Institute
Hamilton, Linda S., Foreign Buildings Office
Hickerson, Gladys, Soviet Affairs
Hullhan, Siobhan R., Bureau of Personnel
Jackson, Cheryl Y., Office of Operations, Foreign Affairs Information Management
Manning, Joyce Eileen, Economic and Business Affairs, Industrial and Strategic Materials
McGraw, William D., Bureau of Personnel, Position and Pay Management
McKinney, Myra Rowlett, Office of Comptroller, Finance Office
Osborn, Rena L., Office of Inspector General
Perry, Gametta D., Visa Office
Rowe, Norma Page, Foreign Service Institute
Thomas, Tanya M., Office of Comptroller, Finance Office
Young, Valerie, Chinese Affairs
Young, William E., Office of Comptroller, Finance Office

—(Continued on next page)

High-quality increases

The Department announced on April 27 that the following have been awarded high-quality pay increases:

Name	**Organization**
White, Felicia Y.	Passport Office, Philadelphia
Szlosek, Gustav P.	Passport Office, San Francisco
Dombi, Louise E.	Passport Office, Philadelphia
Cummings, Gloria E.	Passport Office Philadelphia
Barnes, Linda	Passport Office, Philadelphia
Hogg, Christine K.	Passport Office, Seattle
Monti, Suzanne R.	Bureau of Public Affairs, Office of Public Communication
Yoden, Mary	Bureau of Public Affairs
Gross, Cheryl A.	Bureau of Public Affairs, Office of Public Communication
Capo, Peter A.	Office of Communications
Garlisi, Eleanor M.	Medical Services
Cubbins, Phyllis E.	Passport Office, Seattle
Wright, Elizabeth	Passport Office, Wilmington
Bartley, Denise M.	Office of Ambassador-at-Large for Mexican Affairs
Preloh, Cythia A.	Bureau of Administration, Office of Overseas Schools
Vaugn, Bobbie J.	Office of Operations, Supply and Transportation Division
Hamilton, Linda S.	Overseas Citizens Services
Clark, Reed P.	Overseas Citizens Services
Ware, Calvin H.	African Affairs
Johnson, Barbara	Passport Office, Houston
Dudley, Barbara A.	Passport Office
Caldwell, Edwina Z.	Passport Office, Houston
Aerivas, Alexandra	Passport Office, San Francisco
Davis, Sarah E.	Passport Office, San Francisco
Caiesse, Roland	Passport Office, San Francisco
Collins, Catherine	Passport Office, Chicago
Parker, Suzanne K.	Economic and Business Affairs, Office of International Resources and Food Policy
Truesdale, Carol A.	Economic and Business Affairs
Rigby, Mary N.	African Affairs
White, Dorothy J.	African Affairs
Stern, Eve Center	East Asian and Pacific Affairs
Novak, Daria I.	East Asian and Pacific Affairs
Green, Terry N.	Passport Office, Chicago
Howell, Melanie	Passport Office, San Francisco
Johnson, Ralph E.	Passport Office, Philadelphia
Thomas, Dorothy D.	Passport Office, Chicago
Starrett, Stephanie	Bureau of Personnel
Walker, Kathleen	Passport Office, Chicago
Jones, Welda E.	Passport Office, Chicago
Bost, Steven A.	Office of the Comptroller
Cate, Craig	Office of the Comptroller
Gregory, Dorothy	Bureau of Public Affairs, Office of Plans and Opinion Analysis
Rice, Joann	African Affairs
Alexander, Laverne R.	Visa Office
Pearson, Catherine D.	Visa Office
Gray, Delores M.	Passport Office
Smith, Jacqueline R.	Bureau of Personnel
Kloewer, Susanne	Oceans and International Environmental and Scientific Affairs
Beatty, Gwendolyn C.	Oceans and International Environmental and Scientific Affairs
Mayo, Howard	Information Systems Office, Systems Design and Programming Division
Roberts, Jean G.	Intelligence and Research
Wright, Toya C.	Passport Office
Kidd, Patricia E.	Passport Office, Washington
Jones, Diane M.	Passport Office, New Orleans
Isamasu, Carol S.	Passport Office, Honolulu
Horita, Gail N.	Passport Office, Honolulu
Carroll, Jacqueline	Passport Office, Washington

—(Continued on next page)

—(Continued from previous page)

GS-6

Bernitt, Roderick J., Office of Comptroller, Finance Office
Clark, Mary L., Central African Affairs
Dollins, Kathleen E., Economic and Business Affairs, Commodity Policy Division
Dunne, James T., Office of Operations, Supply and Transportation Division
Edwards, Cheryl Y., Intelligence and Research
Lewis, Joanne L., Communications Center
McCain, Delois D., International Organization Affairs, Multilateral Policy and Coordination
Newkirk, Ethel M., Caribbean Affairs
Robinson, Leora A., Equal Employment Opportunity Office
Sinclair, Janice E., Office of Comptroller
Tolson, Demetria E., Information Systems Office, Foreign Affairs Data Processing Center
Whitaker, Evelyn E., Intelligence and Research

GS-7

Augustosky, Audrey J., Information Systems Office, User Support Services Staff
Bost, Steven A., Office of Comptroller, Finance Office
Easley, Cheryl D., International Organization Affairs
Ellinwood, Winifred J., Office of Operations, Supply and Transportation Division
Fagg, Fayette, Near Eastern and South Asian Affairs
Hicks, Delores A., Southern African Affairs
Kern, Shirley E., Foreign Service Institute
Lee, Roxcene V., Visa Office
Mathis, Raymond E., Office of Operations, Facilities Management and Administrative Services
Palcic, Lillian Siv, International Organization Affairs
Steuart, Darnall C., Office of Operations, Foreign Affairs Information Management
Stevens, Lee B., Oceans and International Environmental and Scientific Affairs, Office of Marine Science and Technology
Wilhelm, Julie Margaret, Foreign Service Institute

GS-8

Brown, Alvin E., Communications Center
Fountain, Betty J., Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Robinson, Vernon M., Communications Center
Sarkis, Saadia E., Office of Assistant Legal Adviser for Near Eastern and South Asia Affairs

—(Continued on next page)

—(Continued from previous page)

Ponger, Patricia A.	Passport Office, Stamford
Mite, Beatrice	Passport Office, Stamford
Rogers, Georgia A.	Passport Office, Detroit
Jurdan, Debra A.	Office of Operations, Foreign Affairs Information Management
Rice, Bera O.	Office of Operations, Foreign Affairs Information Management
Heitkotter, Karen R.	Office of the Secretary
Lopez, Lourdes	Office of the Secretary
Stessalavage, Joanne H.	Interagency Task Force on Law of the Sea
Ruthen, Sonya M.	Passport Office, Miami
Richards, Karen W.	Passport Office, New Orleans
Mitbo, Patricia L.	Passport Office, Los Angeles
Lohnas, Anita R.	Passport Office, New Orleans
Johnson, Joan A.	Passport Office, Records Branch
Jackson, Donald G.	Passport Office, Los Angeles
Jackson, Brenda	Passport Office, Clearance Branch
Palmer-Royston, Sharon	Passport Office, Office of Citizenship, Nationality and Legal Assistance
Holderby, Cinde K.	Passport Office
Fisher, Barbara J.	Passport Office
Farris, Robert	Passport Office, Records Branch
Ducay, Magdalena	Passport Office, Seattle
Alford, Dominic R.	Passport Office, Wilmington
Bevins, Randall J.	Passport Office, Office of Citizenship, Nationality and Legal Assistance
Bryant, Kathy A.	Passport Office, Records Branch
Chatman, Dorothy S.	Passport Office, Records Branch
Dale, Linda M.	Visa Office
Easley, Jeanette	Passport Office, Wilmington
Gaw, Monica Anne	Overseas Citizens Services
Gladhill, Virginia	Passport Office, Records Branch
Harris, Rosetta G.	Passport Office, Los Angeles
Hart, Edward N.	Passport Office, Seattle
Wood, Antoinette	Passport Office, San Francisco
Ronkowski, Josephine	Passport Office, Chicago
Moore, Margie W.	Passport Office, Chicago
Sampson, Mary Alice	Passport Office, Records Branch
Murphy, Patrice M.	Passport Office, Boston
Mackey, Janice E.	Passport Office, San Francisco
Lupo, Maria F.	Passport Office, New York
Lucas, Jean M.	Passport Office, New York
Kastka, Mary Lou	Passport Office, Chicago
Sinclair, Ruth E.	Politico-Military Affairs
Giesey, Janice F.	Politico-Military Affairs
Brown, Carol A.	Intelligence and Research
Dickerson, Marian W.	Intelligence and Research
Leonhart, Margaret A.	Intelligence and Research
Nickels, David K.	Intelligence and Research
Patch, Lonnie J.	Intelligence and Research
Quirk, Mary K.	Intelligence and Research
Stormont, Russell M.	Intelligence and Research
Dougherty, Dale A.	International Organization Affairs
Mosser, Lillian Y.	Intelligence and Research
Tanes, Mary M.	Oceans and International Environmental and Scientific Affairs
Kearney, Calvin	Communications Center
Hargrove, Maria C.	Inter-American Affairs
Duncan, Cynthia A.	Medical Services
Hennes, Richard V.	International Organization Affairs
Davis, Gracie M.	East Asian and Pacific Affairs
Christoff, Jean H.	Oceans and International Environmental and Scientific Affairs
Jenkins, Jodi C.	Oceans and International Environmental and Scientific Affairs
Lewis, James C.	Oceans and International Environmental and Scientific Affairs
Skehan, Joann H.	Passport Office
Jones, Mary Rita	International Organization Affairs
Rubin, Phylis N.	International Organization Affairs

—(Continued on next page)

—(Continued from previous page)

Sherman, Linda P., Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs
Weber, Norman E., Communications Center

GS-9

Croak, Carolyn Anne, Office of Operations, Foreign Affairs Information Management
Maestri, Joseph C., Office of Comptroller
Magin, Patricia R., Office of Operations, Foreign Affairs Information Management
Rhinehart Jr., Walter L., Medical Services
Sanderson, Ilse, Office of Operations, Foreign Affairs Information Management
Shapiro, Marilyn, Information Systems Office
Siljegovic, Kathleen G., Office of Operations, Foreign Affairs Information Management
Warzywak, Esther Janie M., Economic and Business Affairs

GG-10

Adams, Juanita D., Bureau of Public Affairs, Office of Public Communications
Brooks, Karen A., U.S. Mission to UN
Davis, Gregory K.O., Bureau of Public Affairs, Office of Public Communications
Latney, Ann A., Bureau of Administration
Reams, Joanne Reppert, Bureau of Public Affairs, Office of Public Communications
Staples, Dorothy J., Bureau of Personnel, Employment Division

GS-12

Carter, Patricia A., Bureau of Public Affairs
Hamilton, Perry C., Office of Comptroller

GS-13

Byerly, John R., Office of Legal Adviser
Harris, Lillian Craig, Intelligence and Research
Young, Phyllis A., Bureau of Public Affairs, Office of Public Communications

GS-14

Roberts Jr., Kenneth Earl, Intelligence and Research

GS-15

Ramish, Timothy E., Office of Assistant Legal Adviser for Near Eastern and South Asian Affairs

New appointments

Alexander, Edward, Classification/Declas-

—(Continued on next page)

—(Continued from previous page)

Agee, Patsy R.	International Organization Affairs
Henderson, Dee	Inter-American Affairs
Coates, Mable E.	European Affairs
Richardson, Lynette G.	East Asian and Pacific Affairs
Holliday, Carolyn P.	Passport Office, Records Branch
Holloman, Susan	Passport Office, Records Branch
Hooks, Veronica D.	Passport Office, Records Branch
Oppenheim, Charles W.	Visa Office
Robert, Joan G.	Intelligence and Research
Moody, Kathleen	International Organization Affairs
McCaskill, Gwendolyn A.	Foreign Service Institute
Sakaue, Jane A.	Foreign Service Institute
Leach, Dale E.	Consular Affairs, Overseas Citizens Services
Higgs, Elmer R.	Medical Services
Harrell, Barbara D.	Office of Comptroller, Finance Office
Makle, Iris	Consular Affairs, Visa Office
Ferebee, Nancy L.	Inter-American Affairs
Mickens, Henrietta D.	Office of Legal Adviser, Oceans and International Environmental and Scientific Affairs
Soncrant, Torelei	Office of Legal Adviser
Curtis, Mary Jane	Passport Office, Los Angeles
Clark, Mary L.	African Affairs
Harris, Loretta R.	African Affairs
Gorsha, Karen M.	Office of Assistant Legal Adviser for Treaty Affairs
Denny, Elsie J.	Office of Legal Adviser for Politico-Military Affairs
Pleasants, Rita F.	Office of Assistant Legal Adviser for Treaty Affairs
Jordan, Marcia	Politico-Miliary Affairs
Jackson, Jon H.	Bureau of Personnel
Shepard, Yvonne B.	Office of Comptroller
O'Nell, Virginia	Passport Office, Stamford
Brown, Fitzhugh	Office of Comptroller
Renna, Rochelle B.	Office of Legal Adviser for Politico-Military Affairs
Beach, Barbara J.	Oceans and International Environmental and Scientific Affairs
Bowler, Melinda	Oceans and International Environmental and Scientific Affairs
Patten, Patsy J.	Economic and Business Affairs
Settle, Janice L.	Bureau of Public Affairs, Office of Public Programs
Johnson, Claudelle	Office of Comptroller
Culhbertson, Virginia	Office of Comptroller
Kozlik, Karen F.	Passport Office
Mingalone, Joseph C., Jr.	U.S. Mission to UN
Melchiorre, Maria C.	Medical Services
Shelton, Marjorie	Medical Services
Sykes, Jill Ahearn	Office of Security
McClaude, Francis	Communications Center
Corey, Brenda	Office of Comptroller, Finance Office
Helmich, Ruth J.	U.S. Mission to UN
McKittrick, Janet L.	Inter-American Affairs
Gookin, Richard J.	Office of Chief of Protocol
Brown, Gloria	African Affairs
Brown, Marjorie P.	Passport Office, New Orleans
Padovano, Kathleen	Office of Legal Adviser
Douthit, Alisbon J.	Office of Assistant Legal Adviser for Management
Guerra, Estella G.	Office of the Chief of Protocol
Blair, Edith Draper	Office of the Chief of Protocol
Hood, Patricia O.	Intelligence and Research
Jones, Annette J.	Intelligence and Research
Ward, Sylvia R.	Intelligence and Research
Landymore, Eula J.	Consular Affairs
Pusateri, Philip J.	Passport Office, New Orleans
Smith, Jilondra L.	Passport Office, New Orleans
Dickerson, Darlene	Passport Office, New Orleans
D'Antonis, Rose	Passport Office, New Orleans
McNab, Audrey L.	Passport Office, New Orleans
Hitts, Beverly	Passport Office, New Orleans

—(Continued on next page)

—(Continued from previous page)

sification Center

Alexander, Linda M., Pouch and Courier Operations Division

Bartch, Carl E., Classification/Delcassification Center

Baxter, Craig, Classification/Declassification Center

Beattie, Olga, Passport Office, New York

Bennett, John T., Classification/Declassification Center

Bourne, Francis Stanley, Classification/Declassification Center

Brown, James W., Office of Operations, Facilities Management and Administrative Services

Brown, Maurice Alvin, Pouch and Courier Operations Division

Burlan, Rosanne, Office of Security, Los Angeles

Burt, Stephen Francis, Office of Comptroller, Finance Office

Case, Kathleen J., Economic and Business Affairs, Planning and Economic Analysis Staff

Chen, Lee Chi, Foreign Service Institute

Child, Virginia, Overseas Citizens Services

Condon, Richard Stephed, Office of Management Operations

Connor, Constance G., Office of Chief of Protocol

Dalton, Marc Stuart, Passport Office, New York

Davis, Edward L., Classification/Declassification Center

Dawkins, Georia Ann, Office of Comptroller, Finance Office

Daymont, Henry P., Pouch and Courier Operations Division

DeCreny, Carla, Consular Affairs

Domsalla, Marie-Anne, Passport Office, Seattle

Dowell, Jeannie M., Passport Office, Chicago

Dudley, Darryl A., Passport Office, Washington

Evans, Lois L., Protocol, New York

Flores, Leonila, Foreign Service Institute

Fourcault, Henri, Foreign Service Institute

Frangieh, Bassam, Foreign Service Institute

Gabbert, Thomas G., International Organzation Affairs, Office of Science and Technology

Goodwin, Sandra, Passport Office, Miami

Gourlay, Margaret F., Intelligence and Research

Graham, Sarah Inez, Passport Office, New York

Haass, Richard Nathan, Politico-Military Affairs

Helseth, William A., Classification/Declassification Center

Hollenbeck, Celeste, Administrative and Clerical Pool

Holmes, Edward W., Classification/Declas-

—(Continued on next page)

—(Continued from previous page)

Sommers, Mary	Passport Office, New Orleans
Washington, Marcell	Passport Office, New Orleans
Hanifin, Janet L.	Oceans and International Environmental and Scientific Affairs
Cooper, Patricia	Inter-American Affairs
Minor, Antionette	Inter-American Affairs
Okarmus, Margaret J.	Foreign Buildings Office
McCorkle, Nettie D.	Pouch and Courier Operations Division
Morgan, Robert	Pouch and Courier Operations Division
Hooper, Cheryl	Office of Comptroller
Hall, Gertrude D.	Office of Operations, Supply and Transportation Division
Hennings, Robert	Office of Operations
Powell, Shirley T.	Inter-American Affairs
Harris, Delores	Passport Office
Morse, Chauncey L.	Office of Refugee Programs
Broe, Patricia A.	Oceans and International Environmental and Scientific Affairs
Sarnowski, Shirley	Consular Affairs
Gamble, Victoria	Passport Office, Detroit
Mancini, Kathryn	Economic and Business Affairs, Textiles Division
Case, Kathleen	Economic and Business Affairs, Office of Development Finance
Osborn, Rena	Foreign Affairs Information Management
Reid, Lillie P.	Office of Chief of Protocol
Sullivan, Murray	Office of Operations
Murray, Christine	Bureau of Public Affairs, Office of Public Programs
Pernell, Delores H.	Office of Legal Adviser
Shields, Brenda A.	Office of Legal Adviser for Economic and Business Affairs
Regan, Elizabeth	Office of Legal Adviser for Economic and Business Affairs
Savoy, Ernell B.	Passport Office
Orey, Mildred V.	Passport Office, San Francisco
Wolf, Rowena E.	Office of Assistant Legal Adviser for Economic and Business Affairs
Doyle, Margaret E.	Passport Office, Los Angeles
Murchison, Margaret	Office of Security, New York
Evenski, Brenda M.	Office of Security, Document and Information Systems Division
McDowell, Ruth	Office of Security, Document and Information Systems Division
Hammond, Rose M.	Politico-Military Affairs
Scott, Catherine	Operations Center
Turner, Doris M.	Consular Affairs, Office of Passport Operations
Lewis, Celeste T.	Consular Affairs, Office of Passport Operations
Murray, James C.	Consular Affairs, Office of Passport Operations
Patterson, Ethel M.	Passport Office, Honolulu
Curtis, Cecelia Y.	Passport Office, Wilmington
Wahab, Eloise	Consular Affairs
Brown, Laura M.	Passport Office, Honolulu
Wilson, Shirley	Bureau of Personnel
Brenner, Alta Maurine	Bureau of Personnel
Jones, Hiram S.	Office of Comptroller, Finance Office
Gee, Carl I.	Office of Security
Galuppo, Peter E.	Office of Security, Detroit
Poindexter, Deloise	Classification/Declassification Center
Baker, Tura L.	Office of Operations, Foreign Affairs Information Management
Frazier, June B.	Office of Chief of Protocol
Cooper, Tjuana	Office of Security
Mavritte, Theodore	Office of Operations, Foreign Affairs Information Management
Powell, Betty Jean	Inter-American Affairs
Lowenbrube, Bette	Inter-American Affairs
Shea, Maureen A.	Inter-American Affairs
Butler, Mildred	Passport Office, Records Services Division
Frey, Marie Ann	Politico-Military Affairs
Meeks, Marie T.	Politico-Military Affairs
Abdulmalik, April B.	Politico-Military Affairs
Stewart, Sheila	Foreign Buildings Office
Lewis, Lawrence B.	Office of Comptroller
Pensabene, Mary J.	Office of Counselor of the Department
Ostroff, David R.	Operations Center

—(Continued on next page)

—(Continued from previous page)

sification Center

Hoppe, Louise R., Congressional Relations

Horner, Charles E., Oceans and International Environmental and Scientific Affairs

Jackson, James K., Intelligence and Research

Jardine, William, Operations Center, Communications Security Division

Johnson, Rita C., Economic and Business Affairs

Kronmiller, Theodore G., Oceans and International Environmental and Scientific Affairs

Lane, Anna G., Foreign Service Institute

Leahy, Joseph P., Classification/Declassification Center

Lichenstein, Charles M., U.S. Mission to United Nations

Mathis, Gail Patricia, Passport Office, New York

Maye, Evelyn C., Administrative and Clerical Pool

McGovern, Daniel W., Office of the Legal Adviser

Miller, Harlatmi K., Foreign Service Institute

Murphy, Maureen A., Foreign Buildings Office

Nassif, Thomas A., Office of Chief of Protocol

Nastasi, Anthony Michael, Passport Office, New York

Odell, Catherine M., Classification/Declassification Center

Park, Maureen E., Bureau of Personnel, Civil Service Career Development and Assignments

Quarles, Donald P., Bureau of Personnel

Reardon, Julia Lee, Oceans and International Environmental and Scientific Affairs

Reck, Kathleen Ann, Economic and Business Affairs, Office of Development Finance

Robertson, Melinda, Administrative and Clerical Pool

Rosentein, Yoshino Erica, Foreign Service Institute

Samuels, Shawn M., Office of Security, Washington Field Office

Santiago, Alexis Ruben, Passport Office, Philadelphia

Schilling, Marie-Therese, Foreign Service Institute

Scrimshaw, Robert Dale, Visa Office

Seck, El Hadji, Foreign Service Institute

Smith, Rose Catherine, Passport Office, New York

Sorzano, Shannon H., U.S. Mission to United Nations

Stewart, Joan E., Visa Office

Sweeney, Rita T., African Affairs

Ulan, Michael K., Economic and Business Affairs, Planning and Economic Analysis Staff

Webb, Sharlean, Administrative and Clerical

—(Continued on next page)

—(Continued from previous page)

McCutcheon, Gertrude	Office of Secretary, Policy Planning Staff
Winnett, George	Congressional Relations
Jackson, Jean D.	Office of Chief of Protocol
Kachigian, Susan L.	Bureau of Personnel
Anderson, Brenda M.	Bureau of Personnel
Murchison, Margaret	Office of Security
Soel, Eloise W.	Bureau of Public Affairs
Pitts, Sandra	Bureau of Public Affairs
Heilsnis, Harold	Bureau of Public Affairs
Lassiter, Mary	Oceans and International Environmental and Scientific Affairs
Smith, Pamela	Oceans and International Environmental and Scientific Affairs
Meyer, Nancy B.	Passport Office, Evaluation and Standards Division
Stevens, Caroline	Passport Office, Evaluation and Standards Division
Kalas, Wayne	Passport Office, Evaluation and Standards Division
Rudick, Alice B.	Passport Office, Evaluation and Standards Division
Gee, Kathryn	Inter-American Affairs
Briscoe, Shirley Ann	Inter-American Affairs
Newkirk, Ethel	Inter-American Affairs
Spruell, Mary L.	Office of Operations, Foreign Affairs Information Management
Steenhoek, Ronald L.	Communications Center
Carpenter, Frederick E.	Information Systems Office
Silva, Michael A.	Passport Office, San Francisco
Jones, Benjamin L.	Passport Office, San Francisco
Acker, Ronald L.	Visa Office
Boyd, Delores L.	Passport Office, Chicago
Dretzka, Lenore J.	Passport Office, Chicago
Evans-Magher, Guida	Visa Office
Gorzkowski, Rose W.	Visa Office
Hassler, Dorothy	Passport Office, Chicago
Hazel, Jacqueline B.	Visa Office
Howard, Elizabeth	Passport Office, Chicago
Murphy, Donna J.	Visa Office
Chavez, Pamela R.	Visa Office
Pullom, Georgia M.	Visa Office
Roach, Gay S.	Passport Office
Slaughter, Deloris M.	Visa Office
Snyder, Gloria Ann	Visa Office
Tapley, Hattie N.	Visa Office
Turner, Joyce A.	Visa Office
Walters, Jannie I.	Visa Office
Williams, Gloria J.	Visa Office
Young, Deborah A.	Visa Office
Zuraski, Phyllis L.	Visa Office
Cox, Thomaseina A.	Office of Security
Hendon, Nicole N.	Office of Security
Allee, Catherine L.	Passport Office, Philadelphia
Brown, Dorothy L.	Consular Affairs
Dart, Janis J.	Consular Affairs
Gunn, Joyce	Consular Affairs
Oates, Lester L.	Consular Affairs
Pittarelli, Rachel S.	Consular Affairs, Visa Office
Stange, Charles H.	Consular Affairs, Visa Office
Dewan, Linda I.	Office of Chief of Protocol
Lilly, Delilah S.	Office of Chief of Protocol
Artis, Ella L.	Passport Office, Wilmington
Stanley, James M.	Passport Office, Miami
Susong, Wilma	Passport Office, Miami
Hart, Suzanne C.	Inter-American Affairs
Aleshire, Marilyn E.	Passport Office, Miami
Hernandez, Lucille C.	Passport Office
Logan, Sheila Ann	Passport Office
Vezina, Mary A.	Passport Office
Thompson, Shirley D.	Passport Office
Robinson, Helen A.	Passport Office

—(Continued on next page)

—*(Continued from previous page)*

Pool

Woolston, Charlotte A., Office of the Secretary, Policy Planning Staff

Yosaif, Emily, Foreign Service Institute

Young, Felecia Gail, Passport Office, Washington

Zobrist, Song Hee, Passport Office, New York

Reassignments

Bilbo, Janet L., Administrative and Clerical Pool to Bureau of Personnel

Brown, Sandra H., Bureau of Personnel to Foreign Service Institute

Corbett, Curtis, Office of Comptroller, Finance Office to Foreign Affairs Information Management

Cullinane, Madeleine L., Oceans and International Environmental and Scientific Affairs to Office of Under Secretary for Economic Affairs

Donahue, Joan Carole, Office of Under Secretary for Economic Affairs to Office of the Secretary, Policy Planning Staff

Dubose, Steven D., Bureau of Personnel to African Affairs

Jenkins, Barbara Ann, Oceans and International Environmental and Scientific Affairs to Office of Legal Adviser

Keck, Rhonda D., Administrative and Clerical Pool to Bureau of Personnel, Civil Service

Lewis, Cynthia M., Administrative and Clerical Pool to Bureau of Personnel

Lewis, Sheila L., Medical Services to Passport Office

Lewis, Vincent B., European Affairs to Economic and Business Affairs

Lowenfeld, David H., Oceans and International Environmental and Scientific Affairs to Economic and Business Affairs

McLain, Kerstin J., Economic and Business Affairs to International Organization Affairs

Randall, Randolph E., Pouch and Courier Operations Division to Office of the Secretary

Robinson, Michele, Pouch and Courier Operations Division to Office of the Assistant Legal Adviser for Management

Rubidoux, Clara S., Politico-Military Affairs to Office of the Legal Adviser

Schlicher, Joan M., Office of the Under Secretary for Management to Politico-Military Affairs

Seablom, Judith M., Office of Comptroller, Finance Office to Economic and Business Affairs

Senkow, Katherine J., Office of Comptroller, Finance Office to Medical Services

Tyckoski, James E., Passport Office, Detroit to International Narcotic Matters

—*(Continued on next page)*

—*(Continued from previous page)*

Walker, Kathleen M.	Intelligence and Research
Maxwell, Bonnie Jean	Intelligence and Research
Hughes, Teresa Ann	Intelligence and Research
Jackson, Patricia A.	Intelligence and Research
Belousovitch, Igor N.	Intelligence and Research
Stewart, Shirley	Office of Chief of Protocol
Brown, Dorothy F.	Office of Secretariat to the U.S. National Commission for UNESCO
Ferber, Ivan J.	U.S. Mission to United Nations
Carter, Patricia A.	Consular Affairs
Cucchiaro, Ruby E.	Passport Office, Miami
Glover, Thomas E.	Consular Affairs, Overseas Citizens Services
Griffin, Jean	Passport Office, Miami
Holland, Linda A.	Passport Office, Wilmington
Hegarty, Patrick	Consular Affairs, Overseas Citizens Services
Laws, Valerie T.	Consular Affairs, Overseas Citizens Services
Lonon, Aundrea M.	Consular Affairs, Overseas Citizens Services
Lyman, Judith	Consular Affairs
Lynd, Jean C.	Passport Office, Miami
McCall, Angela C.	Consular Affairs, Overseas Citizens Services
Morgan, Dorothy T.	Passport Office, Miami
O'Kane, Eileen	Consular Affairs, Overseas Citizens Services
Oxner, Linda M.	Consular Affairs
Power, John D.	Passport Office, Miami
Proctor, Alice J.	Passport Office, Wilmington
Ritchie, Alice S.	Passport Office, Wilmington
Sorensen, Linda	Passport Office, Miami
Trendic, Sandra	Consular Affairs
Chin, Janice K.	Passport Office, San Francisco
Alcombrack, Christine S.	Passport Office, Houston
Robinson, Jeanetta	Passport Office, San Francisco
Stewart, Battie H.	Passport Office, Wilmington
Dembski, Madge A.	Passport Office, Wilmington
Moran, Jane C.	Passport Office, Wilmington
Hamlin, Rebecca	Passport Office, Wilmington
Pelon, Amelia T.	Economic and Business Affairs
Watkins, William D.	Office of Comptroller
Simpson, Gwendolyn	Office of Comptroller
Judkins, Christine	Office of Comptroller
Whitney, Thelma	Office of Comptroller
Kazanowski, Eileen	Office of Comptroller
Hughes, Charles, Jr.	Office of Comptroller
Grant, Mary E.	Bureau of Public Affairs, Office of Historian
Evans, Linda	Office of Comptroller, Finance Office
Adams, Juanita	Bureau of Public Affairs, Office of Public Communication
McCarthy, Karen	International Boundary Commission
Dwyer, Hartley	International Boundary Commission
Moore, Clyde R.	International Boundary Commission
White, Felicia Y.	Passport Office, Philadelphia
Szlosek, Gustav P.	Passport Office, San Francisco
Dombi, Louise E.	Passport Office, Philadelphia
Cummings, Gloria E.	Passport Office, Philadelphia
Barnes, Linda	Passport Office, Philadelphia
Hogg, Christine K.	Passport Office, San Francisco
Monti, Suzanne R.	Bureau of Public Affairs, Office of Public Communication
Yoden, Mary	Bureau of Public Affairs
Gross, Cheryl A.	Bureau of Public Affairs, Office of Public Communication
Capo, Peter A.	Operations Center
Garlisi, Eleanor M.	Medical Services
Cubbins, Phyllis E.	Passport Office, Seattle
Wright, Elizabeth	Passport Office, Wilmington
Bartley, Denise M.	Office of the Ambassador-at-Large for Mexican Affairs
Preloh, Cynthia A.	Office of Overseas Schools
Vaughn, Bobbie J.	Office of Operations, Supply and Transportation Division

—*(Continued on next page)*

—(Continued from previous page)

Tyler, Eva O., Foreign Service Institute to Inter-African Affairs

Watkins, Marjorie A., Administrative and Clerical Pool to U.S. Mission to Organization of American States

—(Continued from previous page)

Hamilton, Linda S.	Overseas Citizens Services
Clark, Reed P.	Overseas Citizens Services
Ware, Calvin H.	African Affairs
Tolbert, Gina S.	Passport Office, Houston
McCabe, Daniel J.	Passport Office, Chicago
Kypfer, Lenelle R.	Passport Office, Houston
Blackmen, Dorothy	Passport Office, Houston
Costigan, Marilyn	Passport Office, Boston □

Resignations

Ayon, Marta Perez, Cuban/Haitian Task Force

Baugham, Cheryl D., East Asian and Pacific Affairs

Bensema, George T., U.S. Mission to United Nations

Booker, Terri Patrice, Passport Office, Los Angeles

Brooks, Brynhild M., Foreign Service Institute

Brown, Carolyn S.G., Passport Office, Honolulu

Bunge, Paul Michael, President's Commission for a National Agenda for the '80s

Carroll, Camilla, U.S. Mission to United Nations

Chapman, Nellie J., Passport Office, New York

Chappell, Willie Abe, Passport Office, Honolulu

Cole, Jacqueline D., Passport Office, Stamford

Coudert, Annik D., Foreign Service Institute

Daniel, Jacquelyn A., Office of Refugee Programs

Davis, Kerwin W., Comptroller's Office, Finance Office

Delgado, Lydia, Passport Office, Clearance Branch

Donaldson, Paul R., Consular Affairs

Elnik, Sarah, Foreign Service Institute

Floyd, Lois P.W., Passport Office, New York

Fones, Karen L., Cuban/Haitian Task Force

Garrison, Keith A., Passport Office, Washington

Glenn, Tywander Marie, Foreign Affairs Information Management

Gonzalez, Carmen, Passport Office, Miami

Graack, Kristen Halwax, Intelligence and Research

Graves, Cynthia Wood, Cuban/Haitian Task Force

Hardesty, Diana G., Foreign Service Institute

Hays Jr., Kenneth S., Office of Chief of Protocol

Hoffman, Jean A., Office of Operations, Supply and Transportation Division

Jeyakaran, Rachel C., Foreign Service Institute

Johnson, Rita L., Passport Office, Records Branch

Johnson, Rosie J., Office of Communications

Kapteina, Lois Ann, Passport Office, Stamford

Kitchings, Clinton, Passport Office, Records Branch

Li, Da-You, Foreign Service Institute

Manhusen, Adela Garcia, Foreign Service Institute

Matthews, Shirley, Passport Office, Records Branch

McCurrach, Daniela M., Foreign Service In-

DEPARTMENTAL CLERICAL ORIENTATION

FOREIGN SERVICE INSTITUTE—April graduates of the clerical orientation class are, standing, left to right: *Phyllis Cunningham, Theresann McIlwain, Shirley Williams, Olivia Chapman, Kenneth Jackson, Paula Gambrill, Rachelle Essandoh, Brenda Redman, Shirley Spicer.* Seated: *Rosetta Weir, Brenda Edwards, Sheena Driscoll, Rosa Swanson, Kim Taylor, Leslie Lane* and *Donna Garrett,* faculty.

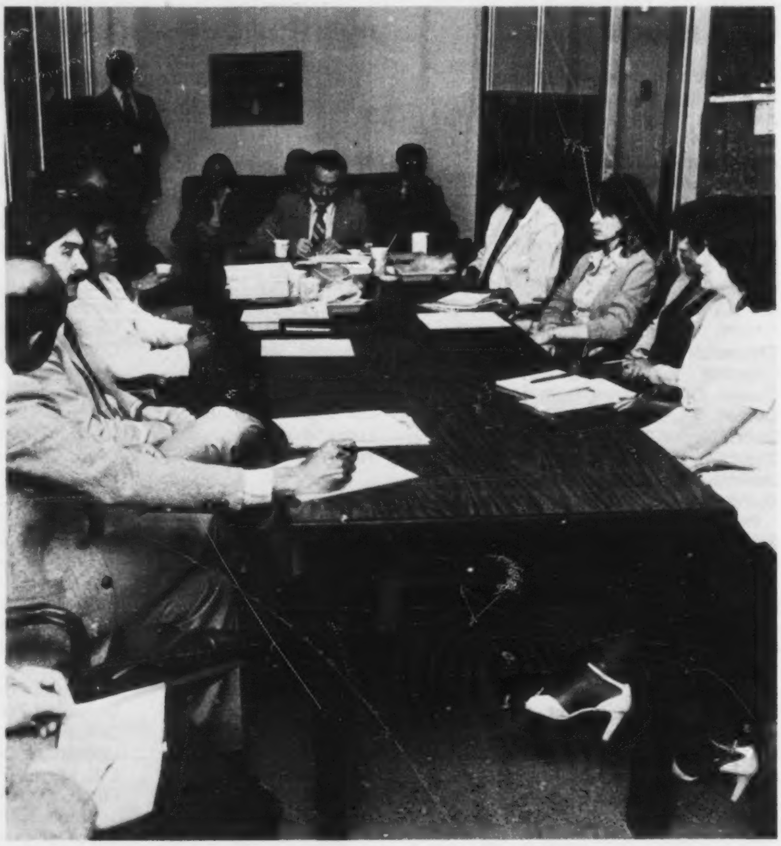
Donna Gigliotti to cover 'domestic operations beat'

STATE magazine is expanding its coverage of the Department by assigning reporter/photographer Donna Gigliotti to a newly-created "domestic operations beat." Ms. Gigliotti began her career at State as a Civil Service secretary. She will concentrate on developing stories (and pictures) about the people and offices, in Washington and around the country, whose efforts and operations comprise the foundation on which the Foreign Service is built.

Ms. Gigliotti

Ms. Gigliotti works out of Room 4515 in the main State building. Her telephone number is 632-1742. She welcomes ideas and suggestions from all Department employees and is particularly alert to human interest stories about people at State and about offices that either have unusual missions or that perform routine work in unusual ways.

Be a tipster. Call Ms. Gigliotti. ☐



John A. Anderegg, **deputy director, State's Equal Employment Opportunity Office, at head of table, moderates discussion of Civil Service personnel system at brown-bag luncheon sponsored by that office.** ***(Photo by David M. Humphrey, Visual Services)***

---

stitute

Mikulich, Mary Ann, Cuban/Haitian Task Force

Mitchell, Alvin Eugene, Pouch and Courier Operations Division

Mogannam, E. Theodore, Cuban/Haitian Task Force

Orshan, Orna, Foreign Service Institute

Owen, Henry David, Office of the Secretary

Page, Russell O., Foreign Affairs Information Management

Rittue, John A., Foreign Service Institute

Rogers, Aileen Victoria, Protocol, New York

Santiago, Nancy, Cuban/Haitian Task Force

Saxby, Anne V.R., Inter-American Affairs, Office of Regional Economic Policy

Sharp, Tylna Faye, Foreign Affairs Information Management

Spiegel, Marianne A., Office of the Secretary, Policy Planning Staff

Stanley, Dumar G., Information Systems Office, Foreign Affairs Data Processing Center

Swarm, William Robert, Cuban/Haitian Task Force

Willens, Lily, Foreign Service Institute

Willis, Franklin K., Office of Assistant Legal Adviser for Near Eastern and South Asian Affairs

Wiltshire, Rosemary Jane, Passport Office, Stamford

Wissel, Annemarie S., Passport Office, Detroit

Wolf, Raymond L., Operations Center

Retirements

Beverly, Mazie L., Foreign Affairs Information Management

Contee, Ethel D., Office of Operations, Supply and Transportation Division

Frye, Dorothy H., Passport Office, San Francisco

Scott, William A., Office of Secretary, Information Management Section

Wissel, Annemarie S., Passport Office, Detroit ☐

Thursday Luncheon Group

A brown-bag lunch seminar on performance appraisal in the Civil Service and Foreign Service has been scheduled for June 30 at noon in Room 6320 under the auspices of the Thursday Luncheon Group. The session is open to all employees. A similar one will be held on merit pay, on July 28. ☐

Pay increase regulations

The Office of Personnel Management has issued final regulations on within-grade and quality step increases. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Personnel: Foreign Service

New appointments

Adams, Nicholas James, Maputo
Ahem, Brian James, Sana
Anderson, Susan R., Junior Officer Corps
Apratt, Genevieve J., Junior Officer Corps
Amett, Patty Sue, Kaduna
Arvizu, Alexandor A., Junior Officer Corps
Audroue, Kenneth R., Near Eastern and South Asian Affairs
Baden, Barbara J., Junior Officer Corps
Bodde, Peter W., Junior Officer Corps
Boyle, Wayne R., Junior Officer Corps
Bush Jr., William C., Office of Communications, Programs and Engineering Division
Chiaventone, Michael Mark, Lilongwe
Churchill, Paul G., Junior Officer Corps
Conlon, Odella Claire, Peshawar
Corbett, William G., Junor Officer Corps
Dattel, Marion A., Lahore
Dearborn, Douglas B., Junior Officer Corps
Downes, Robert R., Junior Officer Corps
Dump, Donald, Office of Communications, Programs and Engineering Division
Edson, Stephen A., Junior Officer Corps
Evans, Isabel C., Mexico
Evans, Rachelle Y., Muscat
Everhart, Christine E., Bujumbura
Farrar, Marie Therese, Mexico
Fisher, Christine L., Junior Officer Corps
Fitzpatrick, Shaun F., Junior Officer Corps
Fleming, David S., Sana
Flowers, George A., Junior Officer Corps
Garland, Regina Claire, Mexico
Gerson, Leslie Ann, Port-au-Prince
Grabill III, Wilson F., Junior Officer Corps
Greenwald, Liliana M., Mexico
Hullett, Jeffrey D., Junior Officer Corps
Han, George, Junior Officer Corps
Hedgbeth, Llewellyn H., Junior Officer Corps
Howard, Phyllis A., Moscow
Hunter, Charles H., Office of Security, New York
Joseph, Thomas E., Junior Officer Corps
Joyce, Rebecca A., Junior Officer Corps
Junker, Delvin W., Junior Officer Corps
Kilner, Scott F., Junior Officer Corps
King, David J., Office of Security, Washington Field Office
Langen, Mary Ann, Brasilia
Lawing, Helen Marie, Addis Ababa
Levitt, Richard D., Junior Officer Corps
Loucks Jr., Gordon Kenneth, Lagos
Malac, Deborah R., Junior Officer Corps
Mally, Alec L., Junior Officer Corps
McCullough, Dundas C., Junior Officer Corps
McDaniel, II, William E., Office of Security, New York Field Office
Metzger, Mary I., Montevideo
Mitchell, Barbara A., Guadalajara
Morgan, Peter E., Office of Security, Washington Field Office
Mulloy, Henry E., Mexico
Nemeth, Winkle W., Junior Officer Corps

—*(Continued on next page)*

Meritorious-service increases

The Department announced on April 30 that the following have been awarded meritorious-service pay increases:

Name	**Organization**
Willner, Robert T.	Intelligence and Research
Mark, Jim D.	Office of Chief of Protocol
Keyley, Robert A.	Operations Center
Markowitz, Betty J.	Medical Services
Collings, Bernhard B.	Nairobi
Moore, James K.	Office of Security, Investigations Division
Gruer, Rose Mary	Medical Services
Racioppi, Martha W.	Medical Services
Ceshwell, Wayne F.	Office of Communications, Programs and Engineering Division
Vicini, Eileen F.	Bureau of Personnel
Jennings, Billie Joe	Office of Communications
Lutes, Sherry A.	Foreign Service Grievance Board
Warg, Edward A.	Office of Communications, Programs and Engineering Division
Mann, Dolores J.	Office of Refugee Programs
Norlem, Shirley K.	Office of Comptroller
Cheek, James Richard	Inter-American Affairs
Lutkoski, Robert A.	Inter-American Affairs
McElhaney, Douglas L.	International Organization Affairs
Suchan, Gregory	Politico-Military Affairs
Rachelle, Dionne	The White House
Korenthal, Esther	International Organization Affairs
Scott, John F.	Near Eastern and South Asian Affairs
Woods, Hendrik R.	Bureau of Public Affairs, Office of Public Programs
Benton, Phyllis M.	Bureau of Public Affairs, Office of Public Programs
Johnson, Lillian J.	Office of Security
Laatsch, Allwym A.	Operations Center
Nora, Clyde G.	U.S. Mission to United Nations
Johnson, Mark	Foreign Service Institute
Pope, Lawrence E., II	International Organization Affairs
Baranowski, Stanley, Jr.	Office of Communications, Programs and Engineering Division
Debnar, Albert A.	Office of Communications, Programs and Engineering Division
Fitzgerald, Frederick	Office of Communications, Programs and Engineering Division
Forbes, Thomas L.	Operations Center
Elmore, Susan	Medical Services
Tom, Margaret S.	East Asian and Pacific Affairs
Wajda, Thomas J.	Oceans and International Environmental and Scientific Affairs
Albison, Adele	Warsaw
Odor, Sandra S.	Lima
Clare, Gwen	Lima
Wuensch, William	Ottawa
Friedbauer, Allan J.	Ottawa
Hook, Merle J.	Kingston
Norton, James C.	Paris
Linville, Maria D.	Madrid
Cronin, Patricia A.	Victoria
Fanjoy, William B.	Bonn
Fuller, Mary Jane	Quito
Escobedo, George L.	Bonn
Blacher, Dorothy J.	Madrid
Casey, Edward A.	Brussels
Meyers, Michael W.	Asuncion
Flifer, Theodore	Hague
Hunter, Chas C.	Paris
Eckes, Marie E.	Indonesia
Morris, Charles H.	Nairobi
Doughty, Lynn O.	Dakar
Mandel, Judy T.	Moscow
Perina, Rudolf V.	Moscow
Oakley, Gladys E.	London
Pohl, Joy L.	Niamey
Curry, John H.	San Jose
Saunders, Brenda T.	Jerusalem
Jacobs, Stephen H.	Jakarta
Burke, William J.	African Affairs
McCallie, Marshall	Abu Dhabi
Leonard, James R.	Manila
Frasure, Robert	Zimbabwe

—*(Continued on next page)*

—*(Continued from previous page)*

Olson, Gordon R., Junior Officer Corps
Parker, Stuart C., Junior Officer Corps
Peacock, Charles E., Junior Officer Corps
Pena, Yolanda R., Lima
Randall, Lawrence W., Office of Security
Reedy, Kathleen M., Equal Employment Recruitment Complement
Ressler, Harold K., Junior Officer Corps
Rice, Annelene M., Mexico
Roche, William James, Office of Security
Rosen, Dorothea Maria, Junior Officer Corps
Sanders, Richard A., Office of Security, Washington Field Office
Sapanara, John M., Office of Security, New York Field Office
Schneider, Harry J., Office of Communications, Programs and Engineering Division
Scobey, Margaret, Junior Officer Corps
Singlaub, Maryann, Junior Officer Corps
Smith, Bradley A., Junior Officer Corps
Snyder, Joann Elizabeth, Hamilton
Stacey, Gordon E., Frankfurt
Standley, Robert E., Office of Security, Chicago Field Office
Struble, Susan M., Junor Officer Corps
Suro-Bredie, Carmen C., Bureau of Personnel
Talbot, Joseph P., La Paz
Trim, Zeta L., Calcutta
Urli, Lawrence A., Junior Officer Corps
Wagner, Jimmie E., Junior Officer Corps
Wake, Douglas B., Junior Officer Corps
Walsh, Daniel Lawrence, Accra
Whitney, Phil A., Office of Security, San Francisco Field Office
Whitridge, Jacqueline L., Ottawa

Transfers

Allred, Gary E., African Affairs to Djibouti
Ambrose, Margaret H., Lima to Bridgetown
Arm, Adrienne E., Kathmandu to Mexico
Augustus, Richard A., Office of Communications, Programs and Engineering Division to Manila
Ballue, Donald I., Bonn to Rangoon
Baque, William R., Kingston to Seoul
Baysden, Alton R., Abidjan to Karachi
Bean, Don E., Foreign Service Institute to Santiago
Bechtel Jr., Bartholomew B., European Affairs to Ankara
Bihus, Mary Ann, Kathmandu to Stockholm
Bogatyr, Peter A., European Affairs to Moscow
Boscia, Mary F., Near Eastern and South Asian Affairs to Jidda
Boulanger, John P., Geneva to Pouch and

—*(Continued on next page)*

Lantz, Rush	Luxembourg
Kennicott, Wanda L.	Luxembourg
Kinser, Brenda J.	Abidjan
Sallis, Joan C.	Beirut
Principe, Vincent A.	Jidda
O'Hare, Dennis	Amman
Chesteen, Charles N.	Panama
Ham, Bradford W.	Khartoum
Tinney, Philip M.	Tel Aviv
McWilliams, Edwund	Bangkok
McDonald, Richard H.	Libreville
Wills, Charles R.	Moscow
Hrinak, Donna	Bogota
Rotklein, Bernard J.	Politico-Military Affairs
Clemons, Nellie O.	Medical Services
Silva, Raymond E.	Ottawa
Kahn, Rosalie B.	Bogota
Acs, Frank J.	Lagos
Green, Mason S.	Lagos
Buckler, Steven R.	Foreign Service Institute
Butler, Ruth E.	Copenhagen
Byrnes, Shaun M.	Belgrade
Doolittle, William H.	Tokyo
Akahloun, Eleanor L.	Ottawa
Johnson, Joel B.	Bangkok
Stuckey, Mary T.	East Asian and Pacific Affairs
Porpotage, Dora J.	Bureau of Personnel
Arakelian, Mary	Inter-American Affairs
Williams, Ann	Bureau of Personnel
Satterfield, Patricia M.	Manila
Powers, Brian W.	Kinshasa
Nesberg, Rosil A.	Nairobi
Gain, Ronald L.	Dacca
Bates, Larry E.	Bern
Champagne, Rita V.	Medical Services
White, Jane E.	Medical Services
Dixon, Ruth Ann	Medical Services
Fincher, Jeannette	Office of Assistant Legal Adviser for Treaty Affairs
Johnson, Walter E., Jr.	Yaounde
Jacobson, Robert E., Jr.	Maputo
Borter, David	Karachi
Brendley, Richard	Belgium
Maksymuk, Linda	Canberra
Quinn, Edward M.	Yaounde
Alexander, Martha	African Affairs
Bart, Anthony	Paris
Cook, Leroy E.	Cairo
Fontenot, Ronnie J.	Mexico
Morris, Lucille	African Affairs
Pavlik, Joan D.	African Affairs
Spillane, Carolyn S.	Consular Affairs
Sorrell, Willis C.	Bissau
Wills, Calvin D.	Mexico
Gelina, M. Audrey	Mexico
Ward, Larry A.	London

—*(Continued on next page)*

OFFICE OF SECURITY—*Karl Ackerman* and wife, *Marjorie,* receiving retirement plaque from *Assistant Secretary Tracy.* *(Photo by Robert E. Kaiser, Visual Services)*

Promotions: FS-4 to FS-3

Following are the names of 78 career members of the Foreign Service approved for promotion to Class FS-3 by Under Secretary for Management Richard Kennedy, effective May 3, as a result of the findings of the second session of the 1980 Class 6 Selection Board.

Adams, Thomas C.
Allegrone, Charles R.
Alvarez, Mirta
Andre II, John H.
Atherton, Lewis R.
Barreyro, Hector P.
Barry, Catherine M.
Bazala, Sylvia J.
Becker, Frederick A.
Bellows, Michael D.
Bolton, Deborah A.
Boucher, Richard A.
Caulfield Jr., John P.
Chumley, Lana C.
Clerici, Laura A.
Conyngham, Carole B.
Craft, William E.
Dembski, Sandra A.
Dinger, John R.
Dowling, Thomas E.
Feierstein, Gerald M.
Flora, Brian M.
Foley, Michael D.
Foulger, Thomas F.
Gallogly, Steven J.
Glowen Jr., Edmund P.
Griffiths, Barbara
Gust, Sandra J.
Gutierrez, Lino
Harrington, Donald B.
Hartwick, Douglas A.
Hopper, David T.
Huddleston, Vicki J.
Huggins, Constance
Jacobs, Susan S.
Jeffrey, James F.
Jeter, Howard F.
Jones, Teresa C.
Kline, Paul C.
Kolar, Patricia M.
Kolker, Jimmy J.
Lannon, George C.
Lekson, John M.
Libera, James R.
Linde, Deborah L.
Lopez, Alphonse
Louis, Jean A.
Lunstead, Jeffrey
Lyman, Donald R.
Mason, Nancy M.
Mercurio, Sharon K.
Miller, James B.
Miller, Richard T.
Mustain Jr., Robert W.
Paradis, Douglas E.
Perlow, Howard T.
Petronis, Janet
Ries, Charles P.
Ritchie, John A.
Ryan, Judith A.
Shinnick, Richard J.
Snell, Terry R.
Stefan, Adrienne M.
Stone, Curtis A.
Straub, W. David
Struble, James C.
Swigert, James W.
Tracey, Laurie J.
Walsh, James P.
Wauchope, Linda M.
Weisz, David A.
Welch, C. David
White, Steven J.
Willett, Donald E.
Wood, Richard C.
Wood, William B.
Woody, Ronnie D.
Wurlitzer, Prescott P. ☐

—(Continued from previous page)

Courier Operations Division

Brake, Neal R., San Salvador to Sydney
Britt Jr., Lawrence W., Athens to Colombo
Brown, Karen, Junior Officer Corps to Monterrey
Brunson, Gerald L., Rome to European Affairs
Burchyns, Stephen Paul, Rabat to Office of Security
Casey, Maureen F., Port Moresby to Rome
Cekuta, Robert Francis, Sana to Johannesburg
Chamberlain, June, Brasilia to Doha
Clark, Louis A., Alexandria to Durban
Colvin, Margaret E., Junior Officer Corps to Ottawa
Cunningham, William J., International Organization Affairs to U.S. Mission to United Nations
Daniel, Nancy E.K., Near Eastern and South Asian Affairs to New Delhi
Darling, June A., Lima to Bucharest
Davis, Rebecca D., Monrovia to Rome
Dunlop, Thomas S., Office of Communications to Nairobi
Eagleburger, Lawrence S., Belgrade to European Affairs
Elliott, Randall T., Tel Aviv to Intelligence and Research
Enos, Robert M., Santiago to Office of Communications
Eppers, Laura Ann, Rome to Rio de Janeiro
Fagan, Joseph F., Consular Affairs to Vancouver
Fichte, Royce J., Lagos to Economic and Business Affairs, Tropical Products Division
Franklin, Sheila L., Amman to Near Eastern and South Asian Affairs
Frazee, Wade W., Pretoria to Athens
Gagen, John P., Karachi to Office of Communications, Programs and Engineering Division
Graham, Peter T., Near Eastern and South Asian Affairs to Kabul
Greene, Douglas C., Junior Officer Corps to Beirut
Hacker, Paul, Foreign Service Institute to Turkey
Harmon, Mary C., Tokyo to Bonn
Harris, Henry Y., Barranquilla to Bogota
Hoerner, Jane B., Accra to African Affairs
Hogue, Carolyn, Inter-American Affairs to Kingston
Hubbard Jr., Lyman L., Junior Officer Corps to Kingston
Hume, Willis Paley, Mexico to Amman
Hunt, Conrad Russell, Monrovia to Office of Communications
Kahn, Rosalie B., Bogota to Vienna
Keegan, Patricia K., Geneva to Tokyo
Knight, Donald R., Bridgetown to Panama
LaFleur, Christopher J., Executive Secretariat Staff to U.S. Mission to United Nations

—(Continued on next page)

Larson, George H., Nairobi to Bangkok
Lee, Edward Alex, Junior Officer Corps to Juarez
Levis, William A., Foreign Buildings Office to Tokyo
Lindsay, Gary Dean, Kuala Lumpur to Moscow
Lukso, Katharine J., London to Eastern European Affairs
Manzanares, Joseph Robert, Abidjan to Mexico
McMurtry, Penny S., Manila to East Asian and Pacific Affairs
McPhaul, E. Frances, Bonn to Manila
McWhirter, James A., Office of Security to Beirut
McAndrew, J. Thomas, Canberra to East Asian and Pacific Affairs
McClelland, Walter M., Alexandria to Board of the Foreign Service
McGlynn Jr., William Joseph, Port-au-Prince to Operations Center
Miller, Clifton L., Brussels to Nairobi
Miller, Johnnie Mary, Quito to Ottawa
Miller, Robert Marden, Mexico to Office of Inspector General
Miller, Stephen Maxwell, Bridgetown to Economic and Business Affairs, Industrial and Strategic Materials Division
Mills Jr., William B., Montevideo to Asuncion
Minar, Lynnwood Karl, Georgetown to Manila
Mustain Jr., Robert W., Toronto to Consular Affairs
Palmer, Frederick S., Gaborone to Moscow
Parker, James R., Operations Center, Communications Security Division to Accra
Price Jr., Edgar W., New Delhi to Beirut
Ramey, William L., Istanbul to Guayaquil
Redies, Catherine L., Oslo to Brussels
Reed, Sonia C., La Paz to Caracas
Revak, Samuel J., Beirut to Office of Communications
Ricciardone Jr., Francis J., Adana to Intelligence and Research
Risbeck, Grace E., Warsaw to Bureau of Personnel
Ronayne, William P., Beijing to East Asian and Pacific Affairs
Rounds, Richard L., Amman to Bangkok
Russell, Arthur F., Maputo to Office of Communications
Russell, Patricia E., Maputo to African Affairs
Rutledge, Leonard D., Office of Communications to Monrovia
Sampson, Mary Eustace, San Jose to Munitions Control
Saunders, Joe R. Warren, Athens to Office of Communications, Communications Security Division

—(Continued on next page)

Schneider, Elizabeth A., Tegucigalpa to Istanbul
Seng, Janet E., Office of Communications to Baghdad
Sharp-Watkins, Betty, Mali to African Affairs
Shaw Jr., Albert, Junior Officer Corps to Paris
Shelly, Christine Deborah, Egypt to Near Eastern and South Asian Affairs
Simpson, Jacquelin J., Greece to European Affairs
Sinclair, Agnes S., Buenos Aires to Inter-American Affairs
Skeryo, Margaret, Pouch and Courier Operations to Bonn
Smith, Jerry L., Bureau of Personnel to Guadalajara
Smith, Vicki, European Affairs to The Hague
Stanley Jr., Clifton C., Department of Commerce to Inter-American Affairs
Steele, Robert D., San Salvador to Caracas
Stephens, Cheryl L., Office of Communications to Lima
Stoma, Mary K., African Affairs to Bangui
Strahm, Raymond O., Mogadishu to Djibouti
Swift, Elizabeth A., Tehran to Office of Management Operations
Taylor, Teddy Bernard, Guatemala to Panama
Telford Jr., Sidney T., Office of Security to London
Tessier, Mark F., Beirut to Office of Communications
Urbancic Jr., Frank C., Junior Officer Corps to Quebec
Veliotes, Nicholas A., Amman to Near Eastern and South Asian Affairs
Wallace, Kenneth Irvin, Khartoum to Valletta
Watkins, Edward L., Office of Communications to Athens
Webb, James Herbert, Gaborone to Bamako
Wells, Donald Eugene, Kingston to Seoul
Wescott, Janet Lane, Istanbul to Lisbon
White, Thomas J., Jerusalem to Operations Center
Williams, Beverly C., Kinshasa to Office of Communications
Williams, Charlotte M., Junior Officer Corps to Port-au-Prince
Williams, Stephen Bryan, Bogota to Munitions Control
Wilson, Nancy Jo, Dar-es-Salaam to Lilongwe
Wishmyer, Carolyn G., Montevideo to Inter-American Affairs
Woodruff, Freddie R., Leningrad to Office of Communications
Yellin, James Howard, Beirut to Near Eastern and South Asian Affairs
Young, Ella J., Foreign Service Institute to Bonn
Zajac, Eugene C., Bangkok to Intelligence and Research

Resignations

Ackerman, Karl D., Office of Security
Anker, Elinore M., London
Bensky, Jonathan M., Colombo
Birnie, Linda L.M., Georgetown
Bryant, Edward W.M., Department of Commerce
Caplan, Joanna F., Office of the Secretary
Case, Samuel C., Karachi
Champagne Jr., Eugene E., Foreign Service Institute
Dyess, Eugenia C., London
Evans, Isabel C., Mexico
Farrar, Marie Therese, Mexico
Figueroa, Angelo M., Department of Commerce
Flanigan, Doris Rohte, Pacific Island Affairs
Ford Jr., Carl W., Office of the Secretary, Policy Planning Staff
Garland, Regina Claire, Mexico
Greenwald, Liliana M., Mexico
Harrison, Jerome P., Khartoum
Heaney, W. Donn, Department of Commerce
Hernandez, Ginger L., Guadalajara
Hurst, Elmer F., East Asian and Pacific Affairs
Kachmar, George A., Special Domestic Assignment Program
Kalan, Francis L., Junior Officer Corps
Kohn, Robert Allan, Department of Commerce
Lacey Jr., David C., Department of Commerce
Lee-Jones, Edna Jo, Bureau of Personnel
Libenson, Michael B., African Affairs
Lindahl, Eric G., Near Eastern and South Asian Affairs
Mercurio, Michael J., Department of Commerce
Miller, Robert Wesley, Department of Commerce
Mills, John L., Panama
Mitchell, Barbara A., Guadalajara
Mitchell, Jerry K., Intelligence and Research
Mulloy, Henry E., Mexico
Nava, Julian, Mexico
Pace Jr., Clyde W., Montreal
Rice, Annelene M., Mexico
Salzman, Herbert, Paris
Schwab, Susan Carol, East Asian and Pacific Affairs
Soucy, Marie White, Caracas
Stumpf, Edward Richard, Department of Commerce
Trimble, Phillip R., Kathmandu
Whalen, Maureen T., Office of Equal Employment Opportunity and Civil Rights
Whitridge, Jacqueline L., Ottawa
Wilson, James Marlin, Department of Commerce
Yordan, Carlos M., Santo Domingo
Zettler, Toby T., Department of Commerce
Zotto, Anthony M., Office of Security, Washington Field Office

Retirements

Gammon III, Samuel R., Office of Under Secretary for Management
Gatti, Coradino E., Berlin
Gershenson, Robert S., Inter-American Affairs
Repka, Florence D., Manila
White, Robert E., Inter-American Affairs ☐

Foreign Service nominations

The Senate has received the following nominations:

Appointment as FSO-2, consular officers and secretaries:
Kenneth W. Plummer
Molly K. Williamson

Appointment as FSO-3, consular officers and secretaries:
Mirta Alvarez
Anita D. Banks
Irene M. Barbeau
Dalton C. Bohnet
Julee A. Brand
Janet G. Buechel
Marie D. Burke
Thomas E. Cairns
Janet Lorraine Crist
Michael G. Cutter
Walter N. Davenport Jr.
Lyle A. Dittmer
Linda L. Donahue
James E. Flynn
Lino Gutierrez
Diana E. Henshaw
James E. Horn
Sharon V. Hurley
Howard F. Jeter
David C. Joyce
Howard Charles Kavaler
George C. Lannon
Wayne K. Logsdon
Alphonse Lopez
Gladys K. Lujan
Donald J. Lynch
Vincent V. Mayer Jr.
Ward D. Morrow
Kathleen J. Mullen
Janet Petronis
Don Carlos Pierson
Thomas Joseph Rice
Charles O. Skellenger
Lorraine Takahashi
Eugene A. Trahan Jr.

Appointment as FSO-4, consular officers and secretaries
Philip Norman Antokol
Barbara E. Belsito
Nancy Boshoven
Warrington E. Brown
James Louis Bruno
David R. Burnett
Kathleen M. Daly

NEAR EASTERN AND SOUTH ASIAN AFFAIRS—The bureau presented awards recently to Department employees for their work during the Iranian crisis. From left: *Ralph Frank*, the bureau's special assistant for management, Superior Honor Award; *Stephanie Van Reigersberg* and *Alec Toumayan*, Language Services, Superior Honor Awards; deputy assistant secretary *Peter Constable*, who gave the awards; *Andrew Sens*, deputy country director for Iran, Superior Honor Award; *Eli Bizic*, senior economic/financial adviser, Meritorious Honor Award.

Joyce A. DeShazo
Lillian G. Dobsa
Ben Floyd Fairfax
Thomas A. Farrell
Michael Bart Flaherty
William Henry Griffith
Marianne U. Gustafson
Charles Jamison Hall
Suneta L. Halliburton
Cynthia G. Hanson
Allen Sung Hu Kong
Roderick C. Mackler
Sandra J. Marsden
Gail Dennise Thomas Mathieu
Gillian Arlette Milovanović
Sterling Persons
Thomas L. Price
Gary C. Pritchard
Lawrence Kerr Robinson
Peter F. Romero
Bryant J. Salter
Katherine A. Schwering
Gail P. Scott
Kenneth Shivers
Stephanie A. Smith
Michael R. Strachan
Sandra E. Taylor
Joanne M. Thompson
William Warren
Stephanie A. Weston
Ernestine Wilson

Members of the Foreign Service to be consular officers and secretaries
Jacqueline P. Anderson
Edward P. Arrizabalaga
David Avery
Gordon D. Barnes
Jonathan S. Benton
John Morgan Bevan Jr.
Robert H. Campbell
Gerri M. Casse
Jeffrey W. Castelli
James T. Chiao
Priscilla A. Clapp
Helen Marchand Collings
Patricia E. Cox
Gene A. Cretz
Paul Grady Degler
Robert William Dry
Sharon S. Durkee
Victor C. Eissler Jr.
Glenn E. Ettinger
David J. Goldberger
Peter T. Graham
Walter Hage
Linda C. Hammer
Richard D. Harrington
Brent R. Hartley
Frederic Carl Hassani
William F. Hasselberger
David H. Hiley
Frank Arthur Hofmann
Philip P. Holts
Carl R. Jacobsen
Garrett R. Jones Jr.
Edward T. Kata
Brian Russell Kelsey
William G. Kopp
Lily Kosier
Josef J. Koza
John E. Lange
Michael L. Lanzing
William S. Lofgren
Siria Rosana Lopez
Janice J. Lyon
Michael Vincent McCabe
Peter C. McDevitt
John H. McGlosson
Dennis E. McMahan
Donald H. Miller
Stephen D. Murchison
Eric Neff
Roger D. Neff
Elo-Kai Ojamaa
Michael Philip Oreste
Michael J. O'Toole
Elaine S. Papazian
David Peffer
Terry O. Percival
James D. Pettit
Maureen Quinn
Adolfo Alfredo Ramírez III
Bernard J. Reneski Jr.
Robert F. Rinehart
Clifton Roberson Jr.
Steven Ferenc Sagi
John R. Sano
Elizabeth Worth Shelton
Ravindar Kumar Sikand
Penelope Williams Snider
Edmund Keith Sutow
Donald M. Terry
David A. Vanell
Jack E. Wallace
Timothy E. Wells
Polly R. Whalen
Gail R. White
John E. Whitehead
David L. Whitt
Ocassa L. Williams

Members of the Foreign Service to be consular officers
Leonard J. Holsey
Joseph H. Rinker
Robert J. Salazar

Members of the Foreign Service to be secretaries
Nicholas G. Benigsen
James T. Kelley ■

Bureau Notes

Secretary's Office

SECRETARY HAIG, accompanied by MRS. HAIG, traveled to Rome and Brussels, May 1-6. In Rome he attended the NATO ministerial meeting. In Brussels he consulted with PRESIDENT THORN of the European Communities, had a discussion with Belgian Prime Minister MARK EYSKENS and met with KING BAUDOUIN. Assisting the Secretary on this trip were ROBERT McFARLANE, counselor of the Department; SHERWOOD GOLDBERG, executive assistant to the Secretary; MURIEL HARTLEY, assistant to the Secretary; KEITH SCHUETTE and E. ANTHONY WAYNE, special assistants; JOHN KELLY, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; DEAN FISCHER, Department spokesman; LORA SIMKUS and ELIZABETH GASTON, secretaries, Office of the Secretary; ELIZABETH RASPOLIC and THOMAS PRICE, staff officers, Secretariat Staff; and MILDRED ENGRAM and MARIE MORRIS, secretaries, Secretariat Staff. On May 9, the Secretary traveled to Syracuse, N.Y., to give the commencement address at Syracuse University. Accompanying him were Mr. Goldberg; KATHRINE BACKUS, special assistant; and Mr. Fischer.

NANCY DeGUMBIA, from the Office of Foreign Buildings, Bureau of Administration, has joined the Secretariat Staff as a staff officer. Staff officer Price left May 15 to work as a special assistant to the assistant secretary in the Bureau of European Affairs. □

***Secretary Haig* congratulates Judge *William P. Clark* as he is sworn in as Deputy Secretary.**

Administration

Assistant Secretary THOMAS M. TRACY and PETER B. BENSINGER, administrator, Drug Enforcement Administration, have signed an interagency agreement for providing overseas data/word processing services and telecommunications support. Similar agreements have already been signed with the Foreign Agricultural Service and the Department of Commerce.

OFFICE OF COMMUNICATIONS

New employees in the Programs and Engineering Division are WILLIAM C. BUSH, who returned to the Department from private industry, and DONALD DUMP, who came from the Army, where he worked with White House communications. A recent arrival in the division was MILTON B. COCHRAN, who returned from an assignment in Asuncion, Paraguay. Departing the division were KENNETH HUBBARD, to the Communications Training Division; RICHARD AUGUSTUS, to Manila; RICHARD CHOICEY, to Asuncion; and JACK CONN, to Montevideo.

The following recently completed courses in the Communications Training Division: CHARLES HALL, NATO, Brussels; DAVID CROWLEY, Dar es Salaam; JOHN SHAW, Monrovia; JOHN McMANUS, Brussels; THOMAS J. PAUL, Brussels; TIMOTHY LAWTON, Amman; FREDERICK PALMER, Moscow; KENNETH WALLACE, Valletta; LARRY D. MOYER, London; JOSEPH WELLER, Tokyo; CHARLES FLEENOR, Bern; DEAN MILLER, Ankara; EVERETT McGRATH, Ouagadougou; JAMES B. FLETCHER, Lilongwe; CHARLES HUSEMAN, Lilongwe; CHARLES GILMORE, Communications Training Division; HARRIET HOPKINS, Vientiane, ARNOLD OLIVO, Cairo; GEORGE A. HAMIC, Damascus; SANTIAGO URIETA, Caracas; BRIAN MAJEWSKI, Belgrade; JAMES GRIFFIN, San Salvador; and ARTIS PERSON, Tegucigalpa.

Personnel home on consultation recently included: JOHN SHAW, Monrovia; JAMES A. GRIFFIN, San Salvador; ROBERT L. BRIGHT, NATO, Brussels; NEAL R. BRAKE, Sydney; MARK J. PERO, New Delhi; ROBERT C. GEORGE, Bonn; BURDETTE R. HAMMITT, Frankfurt; JOSEPH C. WELLER, Tokyo; ELVIRA T. BARONE, London; SAM REVAK, Department; and JOHN BOULANGER, Department. □

OFFICE OF SECURITY

KARL D. ACKERMAN, deputy assistant secretary for security, and his wife, MARJORIE, were honored May 1 at a retirement reception in the office. THOMAS M. TRACY, assistant secretary for administration, was joined by over 200 Department and other U.S. personnel in honoring the Ackermans. Mr. Ackerman was presented the Department's engraved retirement plaque, which notes his 33 years U.S. Government service, and an additional plaque in which his security credentials as special agent, 1950-58, and deputy assistant secretary, 1978-81, are shown. Plaques of appreciation were presented Mr. Ackerman by Colonel JAMES L. COOPER, commandant, Marine Security Guard Battalion, and by Colonel RICHARD S. BEYEA JR., Air Force. In his comments, Mr. Ackerman mentioned the changes and challenges that have occurred in security because of terrorism and other factors.

MARVIN L. GARRETT JR. assumed his duties as acting deputy assistant secretary for security, effective May 1. Mr. Garrett and GORDON HARVEY, chief, Foreign Operations Division; WALLY GILLIAM, chief, Technical Services Division; ROGER ROBINSON, associate director for security for the inter-American area and regional security officers stationed in that area, attended a security enhancement seminar hosted by Embassy Panama. Under Secretary RICHARD KENNEDY, as well as several other Department officials and ambassadors, participated in the seminar in two sessions. It was sponsored by the Department's Special Programs and Liaison Staff.

The Department published the 800-page Office of Security Instructions and Procedures' "Overseas Operations Handbook," in May.

The Office of Security had protective responsibilities during April-May for PEOLI MALMIERCA (foreign minister of Cuba), JOSIP VRHOVEC (foreign minister of Yugoslavia), Sheik AHMAD ZAKI YAMANI (minister for petroleum and mineral resources, Saudi Arabia), MOULAY ABDALLAH (prince of Morocco), PRINCE CHARLES (United King-

OFFICE OF SECURITY—Special agent class graduating this month include, first row, from left: ***Nick Proctor, Bruce Tully,*** **director** ***Karl Ackerman, Edward L. Lee II,*** **education and training chief. Second row:** ***John Sapanara, Charles Hunter, Patrick McCreary.*** **Third:** ***William McDaniel, John Todd, Nina Stewart, David Haag.*** **Fourth:** ***Richard Sanders, Phil Whitney, Robert Standley, Scott McHugh.*** **Fifth:** ***David King, Dale Karlen, Jeremy Zeikel, Peter Morgan. (Photo by David Humphrey, Visual Services)***

dom), and MASAYOSHI ITO (foreign minister of Japan). In charge of the protection details were special agents BERNIE JOHNSON, ROB BLACKBURN, JEFF BOZWORTH, PAUL SORENSEN, KEN HILL and BOB DAVIS. CHRIS DISNEY, chief, Dignitary Protection Division, and WALTER BACAK, Protective Operations Staff, traveled to New York in May to begin security preparations for the UN General Assembly.

FRED BRANDT, chief, Operations Branch, Technical Services Division, transferred to the Bureau of Administration as special assistant to Mr. Tracy. JOHN WOLF, Technical Services Division, was on temporary duty in Africa during May with the Department's security enhancement team. MARK MULVEY, regional security officer, Paris, was in the Department on consultation in May. STEFANIE STAUFFER, Threat Analysis Group, consulted with host-government authorities and embassy personnel concerning the security situation during temporary duty in Manama, Doha, Abu Dhabi, Dubai, Muscat, Kuwait, Damascus, Amman, Jerusalem and Tel Aviv, March 29-April 24. BRUCE TULLY, Education and Training, traveled to the NATO Brussels headquarters, April 25-May 3, to provide protective security training.

JOHN JARRELL, Education and Training, attended an information system security course, May 4-8. THOMAS G. McGRATH, Education and Training, attended the Foreign Service Institute's administrative core course, April 6-24. GRACE GOODIER, Education and Training, attended the institute's public speaking course, during April. JAMES PRIETSCH, Education and Training, attended the supervisory studies seminar at Harper's Ferry, W.Va., April 13-17. WOLFGANG FUCHS and KEN KELLNER, Freedom of Information and Privacy Staff, attended an equal employment opportunity seminar at the institute, April 28. BRENDA EVENSKI, Document Information System, attended a National Archives class entitled "Introduction to the Maintenance and Disposition of Federal Records," April 30-May 6. THOMAS PROCTOR, Document Information System, Message Center supervisor, attended the Office of Personnel Management course, "Personnel Management for Supervisors and Managers," April 16-22. ☐

LANGUAGE SERVICES DIVISION

French and Portuguese interpreter SOPHIA PORSON assisted Assistant Secretary-designate CHESTER CROCKER in his visits to Angola, the Congo, and Zaire, April 13-23. Russian interpreter DIMITRI ARENSBURGER left for Malta, April 21, to assist in the case of a Soviet defector who took refuge in the American embassy in Valletta. Mr. Arensburger was relieved on May 4 by WILLIAM D. KRIMER, who returned to Washington on May 15 after resolution of the case. On May 22 Mr. Arensburger and Mr. Krimer, as well as LAWRENCE BURRELL, left for Geneva for the latest session of the Standing Consultative Commission. Multilingual interpreter NEIL SEIDENMAN assisted SECRETARY HAIG during the latter's visit to Italy in early May. On April 28 and 29 HELEN KAPS and CAROL WOLTER interpreted for the North Atlantic Assembly Committee on Nuclear Matters, and on April 29 STEPHANIE VAN REIGERSBERG did the same at House Government Operations Subcommittee hearings on aid to El Salvador. Staff interpreter TED HERRERA and five contractors handled interpretation at the Codex Alimentarius meeting on cereals, convened in the Department, April 27 to May 1. THEODORE H. LEON, former division chief, served as deputy language services officer for the night translating shift. GALINA TUNIK-ROSNIANSKY interpreted for a U.S.-Soviet working group on discreet approach beacon systems, April 27-May 3. GISELA MARCUSE traveled to East Berlin to interpret for the U.S.German Democratic Republic talks on a cultural agreement May 2-9. Verbatim reporter MARIE TAYLOR covered the Secretary's commencement address at Syracuse University, May 9. The following week, reporter FRED KUYATT traveled to Hillsdale, Mich., to cover the Secretary's commencement address at Hillsdale College, May 16.

CORNELIUS IIDA, formerly of the division, returned to Washington to interpret for the visit of the Japanese prime minister, May 7-8. BILL FUKUDA of the division's staff assisted with some of the social functions. Ms. Porson flew to St. Kitt for an international preparatory meeting for the celebration of the 500th anniversary of the discovery of America. Civil aviation talks were held with Argentina, May 11-15, with Mr. Herrera interpreting. Ms. Wolter and Ms. van Reigersberg spent the week of May 11-15 in Norfolk, Va., interpreting for an Allied Data Systems Interoperability Agency meeting. ☐

VICTORIA, Seychelles—U.S. chargé d'affaires *Stephen P. Dawkins*, left, welcomes the president of Algeria, *Chadli Bendjedid*, to this Indian Ocean nation and thanks him for Algeria's role in freeing the American hostages in Iran. Others at April 5 ceremony, from left: *Yang Guangren*, Chinese chargé; *Eric Young*, British high commissioner; *Francis Doré*, French ambassador; *Major Sinbo*, Tanzanian army. *(Photo by B. Barker, The Nation, Seychelles)*

African Affairs

CHESTER A. CROCKER made his first trip to Africa as assistant secretary-designate in mid-April. He traveled to Europe and Africa and met with African chiefs of state and foreign ministers. Among the posts he visited were Nairobi, Dar es Salaam, Lusaka, Salisbury, Maputo, Pretoria, Luanda, Kinshasa, Brazzaville, Lagos, London and Paris. Accompanying him were PAUL HARE, director, southern African affairs; ROBERT FRASURE, desk officer for Zimbabwe and Namibia; DOUGLAS McELHANEY of International Organizations Affairs, and ALAN KEYES, Policy Planning Staff.

Acting assistant secretary LANNON WALKER; special bureau business consultant DAVID MILLER; DANIEL WATERMAN and CORNELIA BRYANT of the Economic Policy Staff; DEBORAH SCHWARTZ of West African Affairs; and JOHN VINCENT and GERI LePAGE of the bureau's public affairs staff, participated in the bureau-initiated State-Commerce Department conference on U.S. trade and investment in Africa, hosted by the International Trade Mart in New Orleans, May 8. Experts from the Bureaus of Public Affairs and Economic and Business Affairs, and the Departments of Commerce and Agriculture, the Export-Import Bank, the U.S. Trade Representative's Office, and other Government agencies participated in the day-long conference for about 200 senior business executives. Mr. Walker, as co-host, joined with colleagues in the Bureaus of European Affairs and Intelligence and Research and other bureaus, from several embassies in Washington, and from academe and private institutions, to conduct the conference on European-African relations and U.S. policy in the Department, April 20-21.

Deputy assistant secretary MABEL M. SMYTHE gave the keynote address at the seventh annual Third World Conference, March 26. The conference, sponsored by Governors State University, was held in Chicago. ALAN HARDY of Southern African Affairs spoke at Howard University on U.S. policy in Namibia, on March 30. BISMARCK MYRICK of East African Affairs spoke to the Academy of Notre Dame, on Somalia Day, April 3. HERMAN ROSSI of the Economic Policy Staff was part of the delegation to the meeting of the African Development Bank and Fund, May 11-15, in Lome, Togo.

RITA SWEENEY is back with the bureau as a part-time secretary, after retiring last year. ARLENE BIETRY has recently transferred from East African Affairs to the economic-commercial assignments section of the Bureau of Personnel.

CHARLES S. GRECO, Executive Office budget officer, recently traveled to the five regional budget and fiscal centers in Africa to review budget preparations.

DEBBI SCHWARTZ, deputy country officer for Nigeria, testified on "Doing Business in Nigeria," during hearings by the Africa subcommittee of the House Foreign Affairs Committee, April 29, in Detroit. She also participated in the "Conference on U.S. Trade and Investment in Africa," May 8, cosponsored by the State Department, Department of Commerce and International Trade Mart in New Orleans. ☐

Arms Control and Disarmament Agency

The President announced his intention, April 22, to nominate EUGENE V. ROSTOW to be director of the agency. Mr. Rostow, since 1976, has been Sterling professor of law and public affairs at the Yale University law school. He served as under secretary of state for political affairs, 1966-69. On April 30, the President announced his intention to nominate EDWARD L. ROWNY to be special representative for arms control and disarmament negotiations. He will serve as the chief negotiator and head of the U.S. delegation for arms control negotiations, with the rank of ambassador. A retired Army lieutenant general, Mr. Rowny was the Joint Chiefs of Staff representative to SALT in Geneva, 1973-79. The President on April 29 designated JAMES T.

HACKETT as the agency's acting director, replacing JAMES L. MALONE, who moved into his assignment as assistant secretary for oceans and international environmental and scientific affairs. Mr. Hackett, who heads the administrative office, was to serve as acting director until Mr. Rostow is confirmed.

LOUIS V. NONSENZO has been detailed to the agency by the Department and is serving as acting assistant director in charge of the Non-Proliferation Bureau. For the past four years, he has been deputy assistant secretary of state for nuclear energy. He will be assisted by SUZANNE KLOEWER, who is on loan from the Department. JOHN TIERNEY is the agency's new special assistant for congressional relations, in the Office of the General Counsel. Mr. Tierney has a master's and a doctorate from the University of Pennsylvania, where he did research at the Foreign Policy Research Institute. He taught international politics at Catholic University for 10 years, and later was legislative director of the American Conservative Union. Foreign Service officer ROBERT T. GREY JR. has assumed the duties of special assistant to the director. Lieutenant Colonel SAMUEL J. WATSON III has been detailed to the agency by the Army to serve as special assistant to Mr. Rowny. He previously was on detail to the Department's Bureau of European Affairs and served with the transition team at the Central Intelligence Agency. Lieutenant Colonel ALBERT GLEIN, who has a background in U.S. Army Ordnance, has been detailed to the agency following assignment at Fort Dix, N.J. He will work in the office of the senior military adviser to the director. LAUREL SHEA will serve as a foreign affairs officer in the International Relations Division of the Multilateral Affairs Bureau. Ms. Shea, who has a bachelor's from Syracuse University, is on detail from the Department. CAROLYN STETTNER, who has a bachelor's from Bradley University, will be working as an intelligence research specialist with the Policy Planning Staff. She most recently was with the Walter Reed Army Institute of Research.

VIVIAN LANDIS has been reassigned from the Department to the agency to serve as secretary to the new director. SHELDON KREBS of the Multilateral Affairs Bureau is on temporary duty with the Department to help with the Indochinese refugee program. Mr. Krebs left for Bangkok in May, and will return to the agency in October. THOMAS A. HALSTED, the agency's public affairs adviser since 1977, resigned effective June 1 to become director of the Boston-based Physicians for Social Responsibility. Foreign Service officer JAMES MONTGOMERY left the agency to become deputy assistant secretary of state for congressional relations. He served with the agency initially as deputy assistant director, Weapons Evaluation and Control Bureau, and, for the past 15 months, as agency counselor and chairman of the Research Council. MYRA STRUCK received her master's from the Johns Hopkins University School of Advanced International Studies and left the agency, after a year as a student assistant in the International Security Programs Bureau. ☐

PASSPORT SERVICES—Deputy assistant secretary *Norbert J. Krieg*, left, congratulates *William G. Malcomson* on presenting him a special cash award. *(Photo by Robert Kaiser, Visual Services)*

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO was a member of the U.S. team which traveled to Mexico City, May 4, to discuss the migration situation with Mexican government officials.

Overseas Citizens Services held a professional workshop for Foreign Service national employees from European posts, on May 6. At a May 15 luncheon, the deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ, presented them with certificates upon conclusion of their Foreign Service Institute training.

NORBERT J. KRIEG, deputy assistant secretary for passport services, visited the Los Angeles Passport Agency, April 28-29, and the San Francisco agency, April 30-May 1. In San Francisco Mr. Krieg presented former agent-in-charge S. M. JEPPSON a Department plaque honoring him, on his retirement, for 40 years of Government service. On April 28, CAROL GONET, staff assistant to Mr. Krieg, discussed passport procedures as the guest of Congressman George M. O'Brien (R.-Ill.), on his weekly radio interview program. KENNETH NALLE, research assistant in Passport Services' Correspondence Branch, was the recipient of a special cash award for his outstanding performance. BRENDA JACKSON and MILDRED GILL earned high-quality step increases for their work in the Correspondence Branch. ELMO G. POOLE, agent-in-charge of the Chicago agency, attended and addressed the Iowa Clerks of Court convention, May 5-6, in Marshalltown, Io. TED RIPA of the bureau's Systems Staff and MICHAEL REPASKY, chief of the bureau's General Services Branch, were members of a team which visited the Miami and Houston agencies, April 26-May 1, in preparation for installation of the Travel Document Issuance System. On April 22 special assistant RICHARD McCOY addressed a group of high school students from across the country who were attending the Washington Workshop. Mr. McCoy spoke on the formulation of U.S. foreign policy.

ROBERT W. MAULE, deputy assistant secretary for visa services, and CORNELIUS D. SCULLY III, director of Visa Services' Office of Legislation, Regulations and Advisory Assistance, were guest speakers at the Association of Immigration and Nationality Lawyers' annual conference, in San Juan, P.R., May 5-10. Bureau consultant ELIZABETH J. HARPER also attended. CECIL BRATHWAITE, chief of the Advisory Opinions Division, was one of the guest speakers at the American Council for International Personnel meeting in New York, April 13-14. NORMAN A. SINGER, director of the Office of Field Support and Liaison, traveled to London and Paris, May 6-13, with representatives from Flight Transportation Associates and the Department's Information Systems Office, to develop information for a cost-benefit analysis of the Department's minicomputer program. SETON STAPLETON, chief of the Immigrant

Visa Control and Reporting Division, traveled to Mexico City, Monterrey and Ciudad Juarez, April 26-May 1, for consultations on the final stages of the Silva immigrant visa program. New arrivals in Visa Services are ROXCENE LEE, in the Public Inquiries Division; JOAN STEWART, in the associate director's office; GAMETTA PERRY, in the Post Liaison Division; and ROBERT SCRIMSHAW, in the Communications and Records Division. The Office of Citizens Consular Services, in Overseas Citizens Services, welcomed ROBERT TSUKAYAMA to the staff, as a federal agencies liaison officer. JOHN ADAMS has left Visa Services for a position in the Office of the Inspector General, as has CHARLES KEIL, for an assignment at the consulate in Genoa. GLORIA ANDERSON has left Visa Services for a position with Passport Services. PAT CARTER has departed the bureau's Personnel Branch for a position with the Office of Recruitment, Examination and Employment. ☐

East Asian and Pacific Affairs

WILLIAM T. BREER, deputy director, Office of Korean Affairs, attended the security consultative meeting in San Francisco, April 28-30. JOHN C. MONJO, deputy chief of mission, Seoul, Korea, was in Washington the week of May 4 on consultations. Mr. Monjo also attended the meeting in San Francisco.

WILLIAM PIEZ, director, Office of Economic Policy, participated in a panel discussion on U.S./Japan economic relations in the 1980s, sponsored by the Japan Economic Institute of America and Keidanren's Institute for Social and Economic Affairs, in Washington, April 28. He also attended the Pacific Basin Economic Council meeting in Hong Kong, May 2-7. WALTER LUNDY, deputy director of the office, participated in the Asian Development Bank procurement seminar, April 29, and attended the bank's annual meeting, April 29-May 3, in Honolulu.

In the Office of Chinese Affairs, JOHN W. SCHULZE is the new Hong Kong/Macau desk officer. Shanghai principal officer DON ANDERSON was in the Department for consultations in April. New economic secretary HELENE V. FINLEY arrived in the Office of Chinese Affairs on April 27. DARRYL JOHNSON appeared with Congressman JIM LEACH (R.-Io.) on April 29 before a group of about 150 high school students, and a nationwide closed-circuit television audience of students, in a discussion of U.S./China relations. Deputy director SCOTT HALLFORD had speaking engagements in Chicago on May 1 before the George O'Brien Leadership Conference, at Joliet Junior College, and in Memphis, May 2-4, before college audiences. NEIL SILVER spoke on post-normalization developments in Sino-American relations to visitors from the University of Virginia. JERRY OGDEN spoke at Eastern Carolina University on U.S.-China relations, April 7. The director of the office, CHARLES W. FREEMAN, spoke April 1 to the National Foreign Trade Council. He briefed a group of scholar-diplomats in the Department, May 7, and was interviewed on television in Portland, Ore. On April 1 DAVID REUTHER addressed a delegation from the Oakland Chamber of Commerce, at lunch at the Georgetown Club, on political and economic trends in China. ☐

Economic and Business Affairs

JAMES FERRER JR., acting deputy assistant secretary for transportation and telecommunications affairs, met with the Japanese in Tokyo, April 6-9, in the first round of bilateral aviation negotiations. RICHARD BOGOSIAN, chief, Aviation Negotiations Division, led a U.S. delegation to Belgrade for aviation negotiations, April 8-15. The talks resulted in an agreement to allow U.S. airlines greater market freedom in Yugoslavia. The chief of the Aviation Programs and Policy Division, THOMAS COLWELL, met with Canadian ministry officials in Ottawa, April 28, concerning Canadian export charges on aviation fuel. On April 7, GARY COUEY, of the same division, addressed the international operators seminar in Washington, which was sponsored by the international operators committee of the National Business Aircraft Association. He spoke on cabotage and other regulatory issues affecting corporate aviation operators when they fly outside of the United States.

TODD STEWART, director, Office of Maritime Affairs, co-chaired an intergovernmental colloquium on the economics of liner shipping, jointly sponsored by the bureau and the British Department of Trade. The colloquium was held in Banbury, England, March 22-24. On April 15, Mr. Stewart spoke to the World Trade Club of New Orleans on the UN Code of Conduct for Liner Conferences. On April 28-29, he chaired a meeting of the special group on international organizations of the Maritime Transport Committee of the Organization for Economic Cooperation and Development. The group developed a common position for the forthcoming meeting of the Committee on Shipping of the UN Conference on Trade and Development, which will consider proposals to phase out open-registry ("flag-of-convenience") shipping.

New employees entering on duty in the bureau include: MICHAEL K. ULAN, Planning and Economic Analysis Staff; STEPHEN M. MILLER, Office of Maritime Affairs; DAVID SLOAN, Office of East-West Trade; DAVID LOWENFELD, Office of Energy Consumer-Country Affairs; ROYCE J. FICHTE, General Commercial Policy Division; and KATHLEEN CASE, Office of the Special Assistant for Consumer Affairs. ☐

MEXICO CITY—*Sara Guzmán*, senior administrative assistant in the Export Development Office, receives Meritorious Honor Award. From left: commercial counselor *Jack Smith*; *Jim Blow*, director of the office; chargé d'affaires *John Ferch*.

European Affairs

BERN, Switzerland—Members of the embassy women's basketball team celebrate a victory over the embassy team of the People's Republic of China. Shown with their opponents are, in front, *Betty Kavanagh;* middle row, kneeling, *Katharine Mitchell,* left, and *Mary Sanders,* center; back row, *Sue Behm,* second from left (bending forward), *Dee Thompson* and *Judy Dice,* center, and *Carol Balint,* second from right.

Assistant Secretary-designate LAWRENCE S. EAGLEBURGER, deputy assistant secretary-designate DAVID C. GOMPERT and other officers of the bureau accompanied SECRETARY HAIG on his visit to Rome, May 2-5, and subsequent brief stopover in Brussels. In Rome Mr. Eagleburger and Mr. Gompert participated in the Secretary's bilateral meetings with Italian officials, and were members of the official U.S. delegation, headed by Secretary Haig, to the 67th ministerial meeting of the North Atlantic Council, May 4-5. Director CHARLES H. THOMAS, deputy director VLADIMIR LEHOVICH, and ROGER G. HARRISON, of the Office of European Security and Political Affairs, were also members of the delegation to the ministerial. In addition, ROBERT HOPPER, SANDRA GRIGOLA and LEE PORTER of that office supported the Secretary's participation in the meeting. While in Brussels, Mr. Eagleburger participated in the Secretary's meetings with KING BAUDOUIN, Belgian officials, and officials of the Commission of the European Communities. Mr. Gompert and Mr. Thomas, after the discussions in Brussels, traveled to Madrid for consulations with Spanish officials, May 6-7. Mr. Hopper also traveled to Madrid, May 6, to consult with the U.S. delegation to the Madrid followup meeting of the Conference on Security and Cooperation in Europe.

JEANETTE SEROOR, secretary to the executive director, is leaving the bureau for Bangkok, Thailand, where she will be secretary to the political counselor. PATRICIA KLINGENMAIER, who has served as secretary to the personnel unit in the Office of the Executive Director will replace Ms. Seroor.

RICHARD S. ERICSON, ambassador to Iceland, was in the Department, April 22-23, on consultation. JOHN J. LOUIS, ambassador to the United Kingdom, was sworn in by chief of protocol LEONORE ANNENBERG on May 8. The Deputy Secretary presided. Mr. Louis arrived at post on May 15. ERIC REHFELD, Office of European Security and Political Affairs, participated in the annual European Command infrastructure conference, at Ramstein, Germany, April 14-16. He also participated as a member of the U.S. delegations to the NATO conference of senior logisticians and the NATO Joint Communications and Electronics Committee, April 27-28, and, May 4-5, at NATO headquarters in Brussels. WILLIAM A. MOFFITT of the Office of European Security and Political Affairs served as an adviser on the U.S. delegation to the spring plenary meeting of the NATO Committee on the Challenges of Modern Society, in Brussels, May 5-6. The U.S. delegation was headed by the deputy secretary of transportation, DARRELL M. TRENT, and included representatives of the Departments of Transportation and Energy and the Environmental Protection Agency. □

ROME—Chargé *Robert P. Paganelli,* right, presents Meritorious Honor Award to *Luciano D'Angelo,* head of federal benefits section. From left: *Andres G. Sanchez,* visa section; *Mr.* and *Mrs. D'Angelo;* consul general *James E. Kiley.*

Human Rights and Humanitarian Affairs

At the National Press Club, April 16, acting assistant secretary **STEPHEN PALMER** was a panelist in a discussion of the administration's foreign policy with members of two classes from the Columbia School of Journalism. ☐

Inspector General's Office

New ambassadors-designate, prior to proceeding to post, are calling on the inspector general to discuss matters of mutual concern. Deputy inspector general **FRANCIS X. READY** participated in a briefing of new ambassadors and their wives.

In May the office began its second cycle of inspections for 1981, which continues through August. During this period, conduct-of-relations inspections will be carried out in the United Kingdom, Ireland and Bermuda (team leader: Ambassador **WILLARD A. DePREE**); Botswana, Lesotho, Mozambique, South Africa, Swaziland and Zimbabwe (Ambassador **HEYWARD ISHAM**); and Cuba and Bogota (**ROBERT T. HENNEMEYER**). Management audits will be conducted of the Bureau of Consular Affairs (Ambassador **JOHN A. LINEHAN**) and the Bureau of Refugee Programs (**ROBERT J. MARTENS**). A special inspection project will be performed in the Office of Long Range Assessment and Research, Bureau of Intelligence and Research (**C. ARTHUR BORG**), and there will be a series of audits under the direction of **M. WALTER KENNEY**.

The inspector general welcomes to the office **RICHARD J. DOLS** as chief, Coordination and Review Staff; **PHILIP HERRICK** and **JOHN DRODUS** to the Investigations Staff; and **JOHN H. ADAMS JR.**, **ROBERT M. MILLER** (senior inspector), **STEPHEN R. GIBSON**, **GERALD M. SUTTON** and **FRANK J. MANGANIELLO** to the Inspection Staff. Former inspectors on new assignments include: **LILLIAN P. MULLIN**, consul general in Winnepeg; **BYRON P. WALKER**, administrative counselor at New Delhi; and **JOHN A. COLLINS**, director, Office of Employee Relations.

At the spring conference, the inspector general presented meritorious honor and cash awards to **RUSH W. TAYLOR**, former chief of the Coordination and Review Staff, and to **ANNE PINKNEY**, economic inspector. Certificates for excellent performance were presented to **ALAN BERENSON**, **THERESA GROSSI**, **JANET PRIDDY**, **ELLEN McHALE**, **DUSTY KREISBERG** and **VERONICA TURNER**. ☐

Intelligence and Research

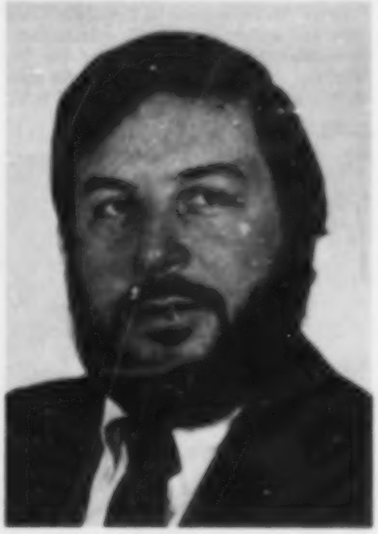
Bureau director **RONALD I. SPIERS** and bureau analysts consulted with Ambassadors **ARTHUR W. HUMMEL JR.**, Pakistan; **JOHN J. LOUIS JR.**, United Kingdom; **RICHARD W. MURPHY**, Philippines; **TERENCE TODMAN**, Spain; **ALFRED ATHERTON**, Egypt; **WILLIAM H. LUERS**, Venezuela; and **JULIUS WALKER**, chargé, Liberia, between mid-April and mid-May.

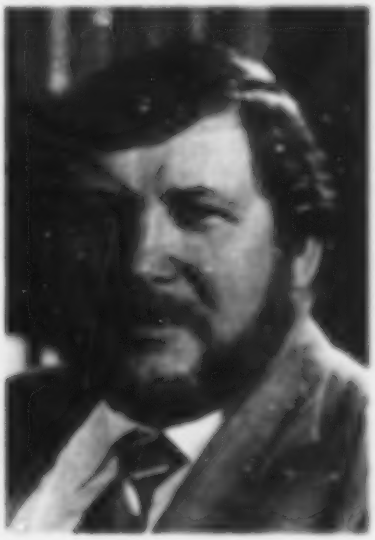
ROBERT BARAZ, director, Office of Analysis for the Soviet Union and Eastern Europe, addressed students and faculty at Stanford University, April 27, on U.S.-Soviet relations. Deputy director **MARTHA MAUTNER** addressed the Minneapolis Committee on Foreign Relations, April 13; the Detroit Committee on Foreign Relations, April 14; the Cleveland World Affairs Council Women's Forum and the Kent State University Political Science Department, April 15; and also participated in several local media events. **DONALD GRAVES**, chief, Soviet Internal Affairs Division, addressed the April 24-25 meeting of the New England Chapter of the American Association for the Advancement of Slavic Studies, in Portland, Me., on the subject of the Soviet leadership. He consulted with Embassy Tel Aviv during a visit to Israel, March 12-April 8. From the Soviet Foreign Political Division, analyst **MORTON SCHWARTZ** lectured on U.S.-Soviet relations to a graduate seminar on Soviet foreign policy, at the Woodrow Wilson School of Public and International Affairs, Princeton, April 20. **WAYNE LIMBERG**, from the same office, attended meetings at NATO, Brussels, and consulted with embassy officials in Tel Aviv and Damascus, March 29-April 22.

LEWIS ALEXANDER, the Department geographer, gave a paper on "The Geographical Perspective of the Law of the Sea," at a public lecture to faculty and students at Bowling Green State University, O., May 11.

From the Office of Analysis for East Asia and the Pacific, analyst **PAULA CAUSEY** represented the bureau at a full-day conference co-sponsored with the Bureau of East Asian and Pacific Affairs, May 4, in the Department. The conference on "Indonesia: Prospects for the 1980s" featured nine leading scholars on Indonesia and a discussion of political, military, economic and social issues and developments which may affect Indonesian stability in the coming decade. Approximately 50 interagency officers attended the session, which was opened by the East Asia assistant secretary-designate, **JOHN HOLDRIDGE**.

Department of Look-Alikes


Mr. Bleakley


Mr. Church

WE MUST set the record straight. Ken Bleakley of State has had enough to do as head of the American Foreign Service Association. And Sam Church Jr. has had his hands full as president of the United Mine Workers. They have *not* been crossing into each other's territory in Washington. We fail to understand how anyone could have thought otherwise since, as the photos above prove, Mr. Bleakley and Mr. Church are two separate individuals.

GEORGE S. HARRIS, director, Office of Analysis for the Near East and South Asia, spoke at the Center for International Studies, on Turkey and on the Kurds, at Ft. Bragg, N.C., May 8. JOSEPH V. MONTVILLE, chief, Near East Division, attended the annual meeting of the American Psychiatric Association in New Orleans, to participate in a panel presentation by the American Psychiatric Association's Committee on Psychiatry and Foreign Affairs, May 11-13. He has worked with the committee in organizing conflict analysis workshops for Egyptian and Israeli political figures, academics and psychiatrists.

WALTER K. ANDERSON, analyst in the South Asia Division, participated in the Stanford University conference on U.S. foreign policy in the 1980s, in Stanford, Calif., April 23-25. He also spoke on U.S.-Soviet competition in the Indian Ocean, at the University of California and at Mills College, April 27-28.

For the Office of Analysis for Africa, analyst PAMELA BRIDGEWATER attended the annual meeting of the African Heritage Studies Association, in Baltimore, April 16-18.

ROBERT ALLEN, chief, Middle America-Caribbean Division of the Office of Analysis for Inter-American Affairs, addressed a conference on El Salvador, at North Carolina's Appalachian State University, April 29. DAVID RANDOLPH, analyst from the same division, made a public address in Madison, Wisc., and participated in seminars in Milwaukee on El Salvador, May 1-2. WILLIAM LOFSTROM, analyst in the South America Division, attended the Executive-Congressional Relations Seminar on Capitol Hill, April 27-May 1.

H. DONALD GELBER, director, Office of Analysis for Western Europe, addressed the Red River Valley Fighter Pilots Association, in Austin, Tex., on U.S. foreign policy, May 1-3. WILLIAM MILLAN, analyst in the office's Northern and Central Europe Division, accompanied a White House staff delegation to Ottawa, and conferred with embassy officers and a Canadian New Democratic Party leader, May 5-6. JENNIFER NOYON, analyst in the Southern Europe Division, conferred with Middle East and Turkish experts at the University of Michigan, Ann Arbor, on Turkish developments, April 10. Ms. Noyon also attended the course on political analysis at the Foreign Service Institute, April 20-May 1. HUGH DeSANTIS, analyst for regional political-military affairs in that office, lectured on European security, at the Foreign Service Institute, April 24.

On May 13, director RONALD I. SPIERS presided at a bureau awards ceremony at which 26 bureau employees were given recognition for achievement in the performance of duties. A group Meritorious Award was given to the bureau's Telecommunications Branch, which includes CECIL A. POPE, ALONZO CHEVALIER, JOSEPH BULLOCK, JOHN GLAPION, JOHN JONES and DONNA WHITE. Individual high-quality step increases and cash awards were given to MARY H. COLLINS, EVELYN WHITAKER, ANNE SLAUGHTER, JOHN KOKAL, CAROL McFEETERS, TILMAN QUICK, ETTA WILSON, JOHN W. PARKER, WILLIAM L. LOFSTROM, PAUL SULLIVAN and BERNARD STEELE. Meritorious Honor Awards were presented to analysts FRANK FOLDVARY, JON WIANT, WILLIAM MILLAN, WAYNE LIMBERG, ROBERT DUBOSE and LARAINE CARTER, and to division chief JOSEPH MONTVILLE. VINCENT J. FARLEY, executive director, and GEORGE S. HARRIS, office director, each received a Superior Honor Award. ☐

Inter-American Affairs

On April 14, deputy assistant secretary JAMES R. CHEEK addressed a conference on El Salvador sponsored by six hemispheric affairs organizations, at the New School for Social Research, New York. On April 10, Mr. Cheek spoke on El Salvador to several hundred members of the Akron (O.) Roundtable Club. On April 25, he participated in a symposium on El Salvador at Harvard. On May 7, the topic again was El Salvador, as Mr. Cheek addressed a luncheon meeting of First National Bank of Boston executives, in Boston, and a Boston World Affairs Council dinner. SAMUEL HART, director, Office of Andean Affairs, traveled to Colombia, Ecuador, Peru and Bolivia, in April, for consultations and orientation. JIM SWIGERT of the Policy Planning and Coordination Staff spoke April 22 to a community forum in Rochester, N.Y., on "Latin America: What Are Our Interests? Who Are Our Friends?" On May 2, GEORGE E. BROWN of the staff spoke to the Army's foreign area officers course, at Fort Bragg, on Latin American affairs and U.S. policy. ☐

International Narcotics Matters

Deputy assistant secretary CLYDE TAYLOR, in a March/April trip, discussed with senior officials of Malaysia, Burma and Thailand, U.S. drug control programs which support those nations' own efforts. He particularly stressed U.S. concerns for the impact on Asia and the United States of the recent bumper opium harvest in the "Golden Triangle." He visited bureau projects in each country and explored new collaborative efforts. On April 30-May 1, Mr. Taylor and bureau controller JAMES VAN WERT traveled to New Orleans and participated in a quarterly review of the National Aeronautics and Space Administrations' remote opium sensing project for the narcotics program in Mexico. Mr. Van Wert met on May 7 in New York with UN officials

QUITO, Ecuador—*Alda West*, wife of economics section chief *Walter G. West*, background, left, presents check to director of orphanage in memory of Denis Van Patten, Narcotics Control Division, who was killed in an automobile accident in line of duty.

to discuss a formula for disbursement of unliquidated U.S. obligations.

During the week of April 27 Ambassador THOMAS BOYATT and the narcotics advisory unit chief, CESAR BERNAL, met with bureau officers to discuss ongoing programming for narcotics control cooperation with the Colombian government. MELQUIADES R. HOLGUIN, commodity management officer for Latin America, visited New Orleans and Morgan City, La., May 12-14, to inspect a large narcotics control patrol boat the bureau is having constructed for the Colombian customs service. Mr. Holguin was accompanied by EDWARD D. TURNER, a contract officer of the General Services Administration. In April the Malaysian minister of home affairs, GHAZALI SHAFIE visited the United States under the bureau's Executive Observation Program. The minister met with VICE PRESIDENT BUSH, SECRETARY HAIG and other high-level Government officials to discuss issues regarding the U.S.-Malaysian relationship, which included narcotics.

DONALD MUDD, chief, Americas Division, met in Lima with embassy staff, as well as with the narcotics advisory office chief from La Paz, for reviews of program planning for both Peru and Bolivia. On April 23 the bureau hosted an interagency meeting which presented a summary briefing on the results of the recently completed bureau-sponsored aerial photographic coca survey in Bolivia. BONNA BONARD, contract specialist, and JAMES THORSON conducted a contract review of Omnia Aviation's activities in the bureau's Burma program. This review took place in California, May 6-8.

The bureau welcomes JAMES TYCKOSKI as the newest member of the Contract Support Division, Office of the Controller/Executive Director. Mr. Tyckoski comes from the Passport Office in Detroit, and has assumed responsibilities as a contract specialist. ☐

International Organization Affairs

ELLIOTT ABRAMS was sworn in as assistant secretary on May 13. He has selected KAREN SMITH as his executive secretary and personal assistant. Mr. Abrams was in Rome, April 30-May 1, for discussions with director-general EDUOARD SAOUMA of the Food and Agriculture Organization of the United Nations. He also met with the president of the International Fund for Agricultural Development and the acting executive director of the World Food Program. Principal item discussed was U.S. concern about budgetary growth of UN organizations. On May 16 he addressed the United Nations Association of the U.S.A. Leadership Conference, in Washington. His subject was "U.S. Participation in the UN System."

EDMUND M. PARSONS, director, Agriculture Directorate, visited Ottawa, April 16-17, to meet with officials of the Canadian ministry of external affairs, the Canadian international development agency and Agriculture Canada. JOHN W. McDONALD JR., special negotiator, spoke at Georgetown University, April 14, on global conferences. He also spoke, April 15, at American University, on multilateral diplomacy. He addressed, on April 21, the Inter-American Association of Sanitary Engineers, in Arlington, Va., on the UN Water Decade Update. In Washington, May 6, he addressed the President's Committee on the People to People for the Handicapped, on the International Year of Disabled Persons. On May 13, at the annual meeting of the American Societyof Civil Engineers, in New York, he spoke on the UN water decade. He spoke at the Foreign Service Institute, May 15, on "The Art of Negotiation." On May 18, at a University of New Haven symposium, he was a panel member discussing international business activity. On May 27, at the National Institute on Aging, in Washington, he spoke on the UN World Assembly on Aging.

CONSTANTINE WARVARIV, agency director for transportation and communiations, attended meetings of the executive council of the Universal Postal Union, April 28-May 9, in Bern, and of the council of the World Tourism Organization, May 12-16, in Rabat. JANE MARTE, Transportation and Communications Directorate, attended meetings of the UN Committee on Information, April 27-May 15, in New York. JAMES STROMAYER, U.S. coordinator for the UN Conference on New and Renewable Sources of Energy (Nairobi, August 10-21), headed the U.S. delegation to the third preparatory committee meeting, in New York, March 30-April 17. The meeting reviewed the main findings, conclusions and recommendations of the conference preparatory work, and considered a draft outline of a conference program of action, presented by the secretary general, ENRIQUE V. IGLESIAS. The preparatory committee will meet again in June to consider a draft program of action for the conference. JOHN HOPE, Office of International Economic policy, was a member of the U.S. delegation to the Economic Commission for Latin America, in Montevideo, May 4-15. KENNETH YALOWITZ, Office of International Economic Policy, served as a member of the U.S. delegation to the UN Committee on Natural Resources, in New York, May 18-28.

HARRY GLAZER, Office of Development and Humanitarian Programs, represented the United States at an informal briefing session for members and observers of the UN Development Program governing council, in New York, April 29-30, and at the subsequent meeting, April 30, on proposed arrangements for the 28th session of the council. HERBERT G. WING, deputy director of the office, attended the annual meeting of the UNICEF executive board, in New York, May 11-22, as an alternate representative. LORRAINE POLIK served as adviser at a meeting of the Intergovernmental Committee on Science and Technology for Development, May 26-June 5, in New York.

CAMERON SANDERS, Office of UN Political and Multilateral Affairs, attended the spring meeting of the Inter-Parliamentary Union, in Manila, April 20-25, as the State Department adviser to the U.S. congressional delegation. GRANT SMITH, deputy director of the office, was to serve as a member of the U.S. delegation to the 48th Trusteeship Council session, in New York, May 26-29. HARLAN LEE, Office of UN Political and Multilateral Affairs, was to serve as the member on the same delegation, May 17-25. JOSEPH PRESEL, officer-in-charge, Office of UN Political and Multilateral Affairs, served as a member of the delegation to the NATO disarmament experts' meeting, in Brussels, April 28-29; the Stanley Foundation Conference on "UN Second Special Session on Disarmament," New Paltz, N.Y., May 1-3; the preparatory committee for the second UN special session on disarmament, New York, May 5-15; and the UN Disarmament Commission, New York, May 18-June 5. DOUGLAS McELHANEY, political officer in that office, accompanied the assistant secretary-designate on his trip for consultations with a number of African governments, April 7-23. PHILIP C. WILCOX JR., deputy director, spoke before a group of 25 public relations executives from Europe, Asia and Latin America who are associated with the firm of Ruder & Finn International, May 7.

THOMAS GABBERT became director of the Science and Technology Directorate on April 20. FRANCIS X. CUNNINGHAM served as adviser on the U.S. delegation to the UN Environment Program meeting, in Nairobi, May 13-26. LESLIE WOODZELL has replaced SANDRA ANDERSON on the Development Assistance Evaluation and Planning Staff. Mrs. Anderson has been reassigned to AID. KERSTIN McLAIN has transferred from the Bureau of Economic and Business Affairs to the Office of International Economic Policy. JANE CARLSON has resigned from the Secretariat to the U.S. National Commission for UNESCO. BERNARD ENGEL, executive secretary of the U.S. National Commission for UNESCO, and JACK E. FOBES, the commission's chairman, attended the eighth regional conference of European UNESCO commissions, in Madrid, May 4-9. The meeting concentrated on evaluations of views about UNESCO's second medium-term plan (1984-89).

Ambassador JEANE J. KIRKPATRICK, U.S. permanent representative to the United Nations, addressed the Economic Club, in New York, April 6, on U.S.-Soviet relations. On April 9-10, in Geneva, she headed the U.S. delegation to the UN-sponsored Conference on Assistance to Refugees in Africa, and announced a U.S. contribution of $285 million for assistance programs in 1981-82. In New York, on April 14, she addressed members and guests of the Asia Society, on the occasion of the 25th anniversary of the society and the opening of its new headquarters building. On April 15 she participated in an arms control and strategy seminar at Harvard University. She delivered the commencement address and received an honorary degree at the University of Pittsburgh, April 26. On April 29, she discussed the situation in Namibia at the Overseas Press Club, New York. Mrs. Kirkpatrick made a statement at the international conference celebrating the 60th birthday of Soviet scientist ANDREI SAKHAROV, at the New School for Social Research, New York, May 2. On May 5, she spoke to a group of Brazilian congressmen and journalists visiting the United States as guests of the Government.

Ambassador-designate JOSE SORZANO, U.S. representative to the Economic and Social Council, delivered the keynote address to the National Model United Nations, at the United Nations, April 15, and spoke to a group of Swedish political scientists, May 5, at the U.S. mission. Representatives of nongovernmental organizations accredited to the mission were addressed by MICHAEL NOVAK, U.S. representative to the 37th Session of the UN Human Rights Commission, April 30; and by Mr. Abrams, May 7, at the mission. Groups which visited the mission and were briefed on U.S. policies at the United Nations were: Students and faculty from Stephens College, Columbia, Mo., and the U.S. delegation to the Scarsdale (N.Y.) Model United Nations, April 14, briefed by THOMAS VIOLA and JOAN DICKIE, information advisers; Political Science Department, Pace University, New York, April 30, briefed by STEVEN SINGER, economic and social adviser; U.S. delegation to the National Model United Nations, April 16, briefed by DAVID ADAMSON, APRIL GLASPIE and RICHARD JACKSON, political advisers; Chase Manhattan Bank Seminar for International Bankers, May 1, briefed by ROBERT ROSENSTOCK, legal adviser; U.S. Navy Reserve Chaplains, May 6, briefed by Commander JOHN LOCKWOOD, U.S. Coast Guard, political adviser; international relations class, Pace University, New York, May 6, briefed by DAVID ADAMSON; Philadelphia, Pa., chapter of Church Women United, May 13, briefed by DAVID CARDWELL, adviser, economic and social affairs; Hanover College, Ind., May 14, briefed by Ms. Dickie; foreign naval officers at the Naval Staff College, Newport, R.I., May 15, briefed by Colonel ALAN JONES, military staff adviser and Ms. Glaspie. ☐

Legal Adviser's Office

The acting legal adviser, MARK B. FELDMAN, announced his resignation from the Department effective May 15. Mr. Feldman served in the Department for 16 years, including seven years as deputy legal adviser. He was to enter private practice with the firm of Donovan, Leisure, Newton & Irvine. DANIEL W. McGOVERN, from California, joined the office as a deputy legal adviser in late April. Mr. McGovern previously worked as a senior research attorney for the California Supreme Court, and worked closely with Justice (now Deputy Secretary) WILLIAM P. CLARK.

As part of the Iranian claims programs, a number of people from the office have traveled to numerous European capitals in recent weeks. GERALD M. ROSBERG, counselor on international law; Mr. Feldman, and ARTHUR W. ROVINE, deputy agent for the United States at the Iran-U.S. claims tribunal, have all traveled as part of establishment of the tribunal. DAVID P. STEWART has been designated as administrator of Iranian claims to oversee the registration and negotiation of claims against Iran.

MARY E. McLEOD, attorney-adviser for oceans, international environmental and scientific affairs, attended the law of the sea conference in New York, March 9-April 24. ☐

Near Eastern and South Asian Affairs

On March 11, deputy assistant secretary PETER CONSTABLE discussed "Iran: The Hostage Crisis in Perspective," before the B'nai B'rith Luncheon Forum, at the International Center, Washington. Deputy assistant secretary JOSEPH TWINAM addressed the American-Arab Association for Commerce and Industry, in New York, on Persian Gulf policy, March 3, and discussed U.S. policies toward Saudi Arabia before a conference sponsored by the American Management Associations, April 1. Deputy assistant secretary JANE COON traveled to Atlanta, March 9-10, speaking on the Afghan situation, before the Southern Center for International Studies and several groups on the Spelman College campus. On March 29, deputy assistant secretary MORRIS DRAPER spoke on "American Foreign Policy and the Changing Mideast Scenario," before the faculty and rabbinical cabinets of the United Jewish Appeal, at their Washington critical issues conference.

NATHANIEL HOWELL, director, Office of Lebanon, Syria, Jordan and Iraq Affairs, traveled to Miami, March 23-24, to attend the conference, "New Faces and Challenges in the Middle East," sponsored by the Center for Advanced International Studies of the University of Miami. GEORGE B. LAMBRAKIS, director of regional affairs, attended the ninth annual convention of the National Association of Arab Americans, in San Francisco, May 8-10. He spoke at a luncheon honoring Algeria for its role in resolving the Iranian hostage crisis, and participated in a panel discussion of U.S. policy in the Lebanon. ROBERT A. FLATEN, formerly in Congressional Relations, has entered on duty as director of Morrocan, Algerian, Tunisian and Libyan affairs, replacing CARLETON S. COON. EDMUND HULL, Algerian desk officer, traveled to Connecticut, where he addressed Mideast issues before a conference at the Ethel Walker School,. March 5. DAVID PATTERSON, energy and technology adviser in the bureau's Office of Economic Affairs, represented the Department at the Energy Bureau's annual national conference, "The Outlook for Crude Oil," in Houston, March 23. EDWIN P. CUBBISON, Israeli and Arab-Israeli Affairs, was presented a Meritorious Honor Award on May 11, by David A. Korn, director. Ambassador ALFRED L. ATHERTON returned from Cairo for a week of consultations in the Department, May 11-16. Also in the Department on consultations was Ambassador PETER A. SUTHERLAND, from Bahrain. ☐

KUWAIT—Ambassador *Francois M. Dickman*, right, makes presentation to procurement supervisor *Ali Khedeir Hussein*, who retired after 35 years of service.

SINAI SUPPORT MISSION

GWENDOLYN CORONWAY arrived in April and EDWIN BRAWN in May to begin their tours as liaison officers at the field mission. Liaison officer JAMES McCARTHY and chief of operations JOHN CAMPBELL completed their tours and departed the field mission in April, both on reassignment to the Department. ☐

Oceans and International Environmental and Scientific Affairs

The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the 29th session of the Environment

Committee of the Organization of Economic Cooperation and Development, in Paris, April 1-3. SUE PATTERSON, Office of Environment and Health, also served on the delegation. This session marked the 10th anniversary of the committee. Mrs. Hoinkes also headed the U.S. delegation to the meeting of government representatives to consider the UN Environment Program environmental action plan for the wider Caribbean region, April 6-8, at Montego Bay, Jamaica. She was accompanied by ALEXANDER SLEGHT of the office. Mrs. Hoinkes headed the eight-member U.S. delegation to the fourth U.S.-Mexico consultation on arid lands management and desertification control, in Mexico City, April 9-10. BILL L. LONG, director, Office of Food and Natural Resources, also attended. The consultations are held annually to review the progress of bilateral cooperation of arid lands management problems in the border zone, and to exchange information and views on the global action plan on desertification control being coordinated by the UN Environment Program.

RICHARD E. BENEDICK, coordinator of population affairs, led the first U.S. Government delegation on population matters to China, April 10-26. The delegation, which included PARKER MAULDIN of the Rockefeller Foundation, ALLAN ROSENFIELD of Columbia University, and ROBERT LAPHAM of the National Academy of Sciences, engaged in discussions with the Chinese government on ways of formalizing, expanding, and coordinating scholarly exchanges in population sciences and demography, in the context of the science and technology agreement. From April 26-May 2, Mr. Benedick was a panel member at the international conference on family planning, at Jakarta, Indonesia. Following this meeting, he held consultations with the Australian government on population assistance, the UN system and biomedical research. JOHN YATES of his office traveled to New York, April 6-7, to participate in a review of UN Fund for Population Activities programs, with representatives of International Organization Affairs and AID's Office of Population.

JAMES STORER, director, Office of Fisheries Affairs, participated in a panel discussion on Caribbean fisheries, sponsored by the Latin American and Caribbean Center of Florida International University, April 13. LARRY SNEAD, deputy director, headed the U.S. delegation to the seventh session of the Fishery Committee for the Eastern Central Atlantic, and the fourth session of its subcommittee on fishery development, in Lagos, April 8-14. The acting deputy assistant secretary for oceans and fisheries affairs, THEODORE KRONMILLER, accompanied by BRIAN S. HALLMAN, Office of Fisheries Affairs, traveled to San Diego, May 1, to review with representatives of the U.S. tuna industry the status of fisheries negotiations with Mexico. RAYMOND ARNAUDO of the office attended the annual meeting of the North Pacific Fur Seal Commission, in Tokyo, April 13-17. CHRISTINE DAWSON attended the latest session of the U.S.-Canada Pacific Salmon negotiations.

On April 20, ARCH TURRENTINE, director, Office of Science and Technology Support, participated in a graduate seminar at the University of Missouri, where he spoke on the involvement of chemistry in various foreign policy issues. As part of the annual "Chemical Progress Week" in St. Louis, Mr. Turrentine also gave the principal address at the awards night program, on "The Role of Science in Diplomacy."

A letter of appreciation was received by the Department from A. M. LOVELACE, acting administrator of the National Aeronautics and Space Administration, for the Department efforts in support of the space shuttle. Personnel in Tokyo, Madrid, Gaborone and Dakar were cited as was ROBERT T. GREY, director, and Colonel GEORGE D. OJALEHTO, space affairs officer, Office of Advanced Technology. State played a role in supporting the first flight of the shuttle. The Office of Advanced Technology, working with U.S. embassies, was able to arrange formal agreements for contingency landing sites in Japan and Spain, for expanded voice communications stations in Senegal and Botswana. The Department also prepared and provided instructions to all U.S. diplomatic and consular posts (within the space shuttle mission latitude constraints) for the remote possibility of an emergency landing or other activity, from a special situation room in State's Operations Center.

JACK MENDELSOHN, director, Office of Cooperative Science and Technology Programs, accompanied a Commerce-sponsored systems analysis delegation to a symposium in China, April 14-27. Following the meeting, he spent three days in Beijing for consultations with embassy and Chinese officials on our program of science and technology cooperation. A UN regional seminar on space/remote sensing and satellite communications for education and development was held in Buenos Aires, Argentina, April 7-14. These seminars are to assist developing countries' preparations for the 1982 UN Space Conference. AHMED MEER, deputy director of the office, gave an invited talk at this seminar, on "Overview and Assessment of Present and Future U.S. Satellite Communication Systems." On April 20, Mr. Meer gave a lecture at a dinner given by the Institute of Electrical and Electronic Engineers Systems, Man and Cybernetics Society, on "The Economic Potential of Satellite Communications Research and Development." Mr. Meer also gave an invited talk at the American Institute of Aeronautics and Astronautics meeting on space systems and technology, in Los Angeles, April 27-28. ☐

Public Affairs

OFFICE OF THE HISTORIAN

On May 13 MADELEINE CHI discussed Sino-American relations at a seminar at Montgomery College, Rockville, Md. On April 29 RONALD LANDA, DAVID PATTERSON, CHARLES SAMPSON and LOUIS SMITH visited the Army Military History Institute, Carlisle Barracks, Pa., to do research in Army records, manuscript collections and oral history interviews for possible use in the preparation of the "Foreign Relations of the United States" series. DAVID F. TRASK, historian of the Department, addressed the annual conference of the Society for History in the Federal Government, April 22, on historical research and crisis management. On April 23-25 he attended the third annual conference on public history at Raleigh, N.C. On May 1 he gave the first Bicentennial Lecture on "Woodrow Wilson and the Relations between Force and Diplomacy," at the Department. He also lectured at the Naval War College, Newport, R.I., May 11, on "The Effect of the First World War on Strategic Thought." Mr. Trask's latest book, "The War with Spain in 1898," has been published by Macmillan, New York. The work is a general study of the conflict. ☐

Refugee Programs

EUGENE DEWEY, Office of the U.S. Coordinator for Refugee Affairs, traveled to Pakistan, Sudan and Geneva, April 14-May 10, to survey the refugee relief effort and camps, and to consult with host government officials and officials of the Office of the UN High Commissioner for Refugees. JOHN LLOYD, Office of Asian Programs in the bureau, traveled to Tokyo, Hong Kong, Kuala Lumpur, Singapore, Jakarta and Manila to consult with chiefs of mission, refugee coordinators and host government and UN High Commissioner for Refugee officials on Indochinese refugee program operations and policies. ANN MORGAN, of the same office, traveled to Hong Kong, Bangkok, Singapore and Manila, April 27-May 20, to attend English as a second language/cultural orientation meetings and training sites. MARGARET CARPENTER, assistant coordinator for congressional and public relations in the office of the coordinator, traveled to California, May 5-9, to represent the coordinator at two conferences; to speak at Stanford University; and to consult with the Office of Refugee Affairs in the U.S. Department of Health and Human Services regional office in San Francisco. SHEPARD LOWMAN, deputy assistant secretary for Asian programs in the bureau, and CAROL HECKLINGER, assistant coordinator for domestic affairs, in the office of the coordinator, traveled to California, April 27-May 2, to consult with local officials on the impact of Indochinese refugees in Orange County. CYNTHIA SMOOT, Office of African Programs in the bureau, traveled to Nairobi and Khartoum, April 22-May 28, to process refugees and to establish a consistent system for that purpose. ■

—(Continued from Page 1)

neither the Department of State nor the ODP Section of the Embassy in Bangkok initiates correspondence with them while they are still in Vietnam. When they write to us, the employment claims are verified through the appropriate personnel office and a file is opened in the ODP Section of the Bangkok embassy. Their names are placed on the U.S. list of persons who qualify for the program only when the former employees let the ODP Section know in some way that it is all right to do so. They are encouraged to obtain exit permits and to have their names added to the Socialist Republic of Vietnam list of persons eligible for departure. The process is, of course, sensitive, and they must decide for themselves whether or not to take this step.

If former colleagues or supervisors receive letters from former U.S. Government employees in Vietnam, they should forward these letters to the ODP Section in Bangkok, using one of the addresses below:

(pouch address)
O.D.P. Section
American Embassy
(Box 58)
Bangkok

(international mail)
O.D.P. Section
131 Soi Tien Siang
South Sathorn Road
Bangkok 12, Thailand

(Stateside address)
O.D.P. Section
American Embassy (Box 58)
APO San Francisco, CA 96346

The ODP Section will then take appropriate action.

Sincerely,
CAROL L. ROSE
Visa Office refugee coordinator □

Baby, it's cold up there

WASHINGTON

DEAR SIR:

I would like to share with you my own "Transfer Tremor." When I was transferred to OTTAWA, I replied: "I don't think I CAN ADApt to the cold."

Sincerely,
MARYANNE HORN
Consular Affairs
Visa Office □

He dares you

ALEXANDRIA, VA.

DEAR SIR:

I was amazed to read in my father's STATE that 4,248 candidates passed the 1980 Foreign Service exam. I took the exam, both on a whim and acting on some unconscious masochistic tendency. The first section (the Functional Background, if I remember correctly) was 2 hours and 50 minutes long (again, plus or minus a few—my mind has conveniently blocked out this episode). Sirs, *that* is LONG.

Last year the exam appeared more detailed and picayune, delving into each and every fold of my brain (surprise! *NO* psychology, its all economics and history, and I have yet to take one of those courses). This year I was lucky to leave the exam in less than a comatose state, stuffing raisins into my face to keep my energy levels high, preparing for the "English Expression" onslaught.

I challenge any and all present career FSOs to take the exam in 1981. If 51% of all FSOs pass, WONDERFUL! If, however, less than 51% pass, perhaps the Foreign Service Institute should reassess the validity and reliability of its exam. I an anxious to meet the "Emerging" FSO, in whose hands our diplomatic history will lie. I fear this exam may not have been testing for attributes I am accustomed to seeing in Foreign Service officers but, rather, for stamina and endurance. My most *sincere* congratulations to the anonymous 4,248.

Sincerely,
STEPHEN M. LEECH
Georgetown University
Psychology, '81

P.S. I am *not* bitter! □

Transfer Tremors .... *by ebp*

I was almost transferred to the PHILIPPINES, but I said: "I wanted to go there onCE, BUt not anymore.

I was almost transferred to VALETTA, but it was a miniMAL TAsk to get out of that assignment.

I was almost transferred to BAHRAIN, but, MAN, A MArginal job I can do without.

Reply on household effects

WASHINGTON

DEAR SIR:

In response to Mr. Tweit's letter to the editor in the April issue, I thought the following would be useful to your readers who do not already know. All the packing, crating, moving, shipping, etc., of household-effects (HHE) and unaccompanied baggage is executed by private firms (some domestic firms are under contract to the Department). Aside from our two packing inspectors, no one from Transportation ever sees an actual shipment—we do the paperwork, period; we do not have the staff to do more. Our percentage of problem shipments is less than the Department of Defense's in spite of the fact that Defense personnel do some of the actual physical moving.

Commercial firms make money moving goods; when a hitch develops in a shipment (misplaced, split up, wrong forwarding, etc.) these firms are required to divert resources from more lucrative enterprises to straighten out the shipment. We are persistent and insistent, but we cannot force private companies to be instantly responsive. Once a shipment is in the hands of a shipping company, we have no control over it; nor do we have control over transshipments, bumpings, offloadings, etc., and we frequently do not know such things have happened until well after the fact.

Like many other offices, Transportation has suffered staff cuts over the years. Combined with increased requirements, this factor has had an undeniable effect on Transportation's ability to perform. Imagination and automation have increased individual productivity, but the point where either can substitute for personnel resources has been passed.

Sincerely,
E. Parks Olmon
Chief, Transportation Division ☐

Terrorist on the telephone

Reston, Va.

Dear Sir:

In your March issue Thomas McGrath and Richard Queen have useful things to tell us about protecting ourselves and others. By implication, they tell us to beware of overreliance on gadgets and gizmos. Amen.

Devices can be helpful but they are not substitutes for alertness, clear thinking, good knowledge of the local scene and, in some instances, intuition. Also, in some situations they can even be dangerous to the people whom they are supposed to protect.

At my last two posts, whether one was at the office or at home, one was always behind bars. The metal kind on windows and doors, that is. Presumably the bars had been put there for our protection. But was any thought given to their design? If so, how come there was no way to open them from within in case one needed to make an emergency exit? No one ever explained to my satisfaction that they were not a flagrant fire hazard.

In the tense days of the October crisis of 1970 in Montreal, when terrorists had already kidnapped the British trade commissioner, a terrorist telephoned the home of Quebec Province Labor Minister Pierre Laporte and was informed—unintentionally, of course—that the minister was outside. With that information, terrorists immediately sped from a nearby gas station to the house and seized the minister, whom they first kept prisoner and later murdered. A tragic and grisly story, but one that illustrates that even the seemingly harmless telephone, so useful for protection, can be turned against us.

Sincerely,
James H. De Cou
FSIO (retired) ☐

I am not a Greek god

Rome

Dear Sir:

I was overjoyed to see the photograph in the April issue of State of an awards ceremony at the consulate in Ponta Delgada, Azores, Portugal. Among the employees receiving awards were Luis Medeiros, João Medeiros and Fernanda Medeiros. Perhaps now my colleagues will stop asking whether I am of Greek extraction.

Sincerely,
John Medeiros
Economics officer ☐

By Marie Sullivan

Taipei, Taiwan

Dear Sir:

I enjoyed the review of "An Ambassador's Wife in Iran" in the April issue of State. However, I think you owe Marie Sullivan an apology; you never mentioned her first name.

Sincerely,
Marilyn B. Lee

We do apologize. The line of type that constituted Mrs. Sullivan's byline somehow was dropped from the page in the makeup process. Had the line appeared, it would have said: "By Marie Sullivan." ☐

A British pen

Atherton, Calif.

Dear Sir:

With respect to Mr. Wilson's inquiry on the ballpoint pen (March, letters to the editor), the first ballpoint pen I ever acquired came to me as a gift at Christmas 1945, in England. It bears the following lettering impressed on the barrel: "Bird, Mills Martin Pen Co., Ltd., England."

My impression is that this was the first ballpoint pen marketed in England. It was heavily advertised at the time.

Samuel Sokobin
FSO (retired) ☐

Here's the answer

Coral Gables, Fla.

Dear Sir:

Re letters to the editor (March: 'Was anyone else there?'): As a young vice consul assigned to the embassy at Buenos Aires, I remember notarizing the application for patent of the ballpoint pen. It was developed by a Hungarian, named Birome. The pen was originally manufactured in Buenos Aires, and sold under that name.

Sincerely,
Fred H. Hauser
FSSO (retired) ☐

Credit

Lilongwe, Malawi

Dear Sir:

Having just arrived to take up my new assignment here, I was delighted to find that the post had been honored with a cover photo (March issue) and an inside photo and story on the hostage release. I was disappointed, however, to note that no credit was given for the photos to Alex Mapira, ICA.

Sincerely,
Stedman D. Howard
Public affairs officer ■

Installment saving beats installment buying. Join the Payroll Savings Plan for U.S. savings bonds.

Obituaries

Rudolf E. Schoenfeld, 86, who served as ambassador to Guatemala, 1951-53, and Colombia, 1953-55, died at his home in Washington on April 15. Born in the capital, he graduated from George Washington University and earned a Ph.D. from the University of Berne.

Mr. Schoenfeld

Beginning his career in 1916, he served as consular officer in Zurich, Berne, Berlin, Cologne and La Paz. He was third secretary in Rio de Janeiro, 1927-31, second secretary in Budapest, 1931-32, first secretary in Stockholm, 1936-38, and first secretary in London, 1938-40. During the early '40s he served in London as U.S. representative to the exiled governments of Norway, Netherlands, Yugoslavia, Czechoslavakia, Greece, Poland and Belgium. Later, Mr. Schoenfeld was detailed to the U.S. delegation to the UN General Assembly as a political officer, then was appointed minister to Romania in 1947. He retired in 1955.

His brother, H.F. Arthur Schoenfeld, was also a U.S. ambassador. Survivors include his sister and a nephew, Scott R. Schoenfeld, of 5004 Lowell St. N.W., Washington, D.C. 20016. ☐

Norris Swift Haselton, a career minister who was inspector general of the Foreign Service from 1962 until his retirement in 1964, died of cancer at his home in Washington on May 1. He was 78 at his death.

Mr. Haselton

Beginning his career in 1935, Mr. Haselton served as consular officer in Guadalajara, Manchester and Calcutta, where he was also secretary to the U.S. commissioner to India. He was second secretary and consular officer in Santiago, and first secretary and consular officer in Rio de Janeiro. Assigned to Washington in 1949, his Department positions included acting associate chief of the monetary affairs staff, officer-in-charge of economic affairs for British Commonwealth and northern European affairs, and Department representative on the Joint Board on Defense for the United States and Canada.

After an assignment to Wellington as counselor and consul general, Mr. Haselton served for three years as Department adviser to the National War College. Brief assignments as deputy inspector general for foreign assistance, acting inspector general for AID, and at NATO and the European Regional Organization in Paris, preceded his appointment as inspector general.

Mr. Haselton, a native of Ohio, graduated from Princeton University in 1925. He leaves his wife, a son and a brother. The family suggests contributions to the American Foreign Service Association Scholarship Fund, 2101 E Street N.W., Washington, D.C. 20037. ☐

Harold (Pete) W. Ramsey, 68, a special agent at the Office of Security's Boston Field Office, from 1965 until his retirement in 1972, died on May 3 after a long illness, at Quigley Memorial Hospital in Lynnfield, Mass.

Born in Massachusetts, he graduated from Boston College and served overseas in the Navy during the war. He was an investigator for the Immigration and Naturalization Service in New York for 10 years, then joined the Department's New York Field Office as a special agent in 1951. Mr. Ramsey leaves his wife, of 9 Putney La., Lynnfield 01940, a son, three daughters, a brother, a sister and seven grandchildren. ☐

Herbert Hampson, 58, a former Foreign Service communications specialist, died on April 14. Mr. Hampson worked for a private communications company for seven years and an oil company for four years before joining the Foreign Service as a communications technician in 1956. His first post was Bangkok, followed by Manila and Beirut. In 1966, he was assigned to the Department, where he served until retiring in 1974.

Mr. Hampson

Mr. Hampson, a native of California, served overseas in the Army, 1942-45. Survivors include his wife, of 135 SW 52nd Terrace, Cape Coral, Fla. 33904. ☐

L. Randolph Higgs, 71, a retired Foreign Service consular officer, died on April 22. Born in Mississippi, he attended the University of Mississippi and the Georgetown School of Foreign Service.

Beginning his career in 1931, he served as vice consul in Tampico, Batavia and Surabaya. He was third secretary in Helsingfors and first secretary and consular officer in Stockholm. In 1947, Mr. Higgs was appointed counselor of legation in Bern. After a detail to the National War College, he was assigned to the Department as deputy director of the Office of Eastern European Affairs. Mr. Higgs was political officer in Trieste from 1952 until 1954, when he returned to Washington as deputy operations coordinator. He served as counselor in Beirut, 1957-58, and Wellington, 1958-60. His last assignment before retiring in 1962 was to the Department, as a senior mutual security evaluations officer.

Survivors include his wife, of 170 John Anderson Dr., Ormond Beach, Fla. 32047. ☐

Sue S. Pakis, 59, a Foreign Service secretary who retired in 1971, died in Cleveland on April 30. Joining the Foreign Service in 1949, she served in Istanbul, Montreal, Ottawa, Seoul and Ankara. Department assignments were in European Affairs, the Office of the Secretary, the Bureau of Personnel and Near Eastern and South Asian Affairs.

Ms. Pakis served in England with the Women's Army Corps during the war. She leaves two brothers, Val Pakis and Tony Spendal, of 35236 Dixon Rd., Willoughby Hills, O. 44094. □

Paul H. Pearson, 78, a consular officer who retired in 1962, died on April 5. During the early years of his career, he served as a clerk in Helsingfors, Hamburg, Copenhagen and Berlin. As a consular officer, his assignments were to Berlin, Stockholm, Bristol, Hong Kong, Munich and Manchester. In 1955, he became consul general in Manchester and went on to serve as consul general in Göteborg.

A native of Minnesota, Mr. Pearson earned a bachelor's and a law degree from Drake University. He was a member of the Iowa bar. Survivors include his wife, of 130 Fremont Ave., Dubuque, Io. 52001. □

Alexander C. Johnpoll, 64, a retired Foreign Service officer, died of cancer at Suburban Hospital in Bethesda on May 8. His career began in 1946 with an assignment to Sydney as consular officer. He was political officer in Belgrade and Vienna, then was detailed to the National War College in 1960. Returning to Belgrade in 1961, he served as supervisory political officer until 1964, when he was appointed counselor and deputy chief of mission in Magadiscio. His Washington assignments included deputy director and then acting director of German affairs, and deputy director of the Berlin Task Force. Before retiring in 1973, he served as principal officer in Hamburg.

Mr. Johnpoll, a native of New York, graduated from the University of New Mexico, and served overseas in the Army during the war. He leaves his mother, a brother, of 149 Homesdale St., Albany, N.Y. 12208, two nieces and one grandnephew. The family suggests contributions to the American Cancer Society. □

Arthur B. Corcoran, a Foreign Service employee who retired in 1961 after serving as general services assistant in Tehran, died on April 5. He was 74.

Mr. Corcoran joined the Foreign Service in 1927. He served as consular assistant and vice consul in Edmonton, and consular officer in Fukuoka. Survivors include his wife, of 3508 Hydranga Circle, Las Vegas, Nev. 89107. □

Cora Jane Walker, a retired Foreign Service employee, died on April 3 at Holderman Hospital Veterans Home of California, in Yountville. Ms. Walker, a native of Pennsylvania, served in the Women's Army Corps from 1942 until joining the Foreign Service in 1949. Assigned to Germany for most of her career, she served in Nürnberg, Frankfurt and Bonn. In 1959, she was appointed personnel officer in Phnom Penh. Her last assignment before retiring in 1962 was to Tokyo as personnel officer. Ms. Walker leaves her daughter, Ora Jean Paustenbach, of Napa, Calif., six grandchildren and eight great-grandchildren. □

Raymond J. Swanson, 71, who served as principal officer in Oporto before retiring in 1969, died in California on April 21. He served overseas in the Army from 1942 until 1946, when he joined the Foreign Service. After his first assignment to Bucharest as a clerk, he went on to serve as consular officer in St. John, and as visa officer in Montreal, Rio de Janeiro and London. In 1964, he was appointed chief of the consular section in Lisbon. Mr. Swanson received a Superior Honor Award in 1969. Survivors include his brother, of 1192 Grand Ave., St. Paul, Minn. 55105. □

Walter B. Gates, 69, whose last assignment was to Tijuana as consular officer, in 1965, died after a long illness in Palm Springs, Calif. Joining the Foreign Service in 1947, he served in Ankara, Paris, Rio de Janeiro, Manila, Madrid and Lyon. He was chief of the Protection and Representation Division of Consular Affairs, 1962-65. He retired in 1968.

Mr. Gates, born in Mexico, graduated from Texas Western College and worked as a legal attache with the Department of Justice, 1941-47. He leaves his mother, a daughter, a son, of 1015 Ruberta Ave. #C, Glendale, Calif. 91201, and one grandson. □

Walter E. Kneeland, a former consular officer who served most of his 23-year career in Mexico, died on April 17. He was 75.

Born in Mexico, Mr. Kneeland worked for several private companies in Mexico City before his first Foreign Service assignment there in 1939. Subsequent posts included La Paz, Manzanillo, Guadalajara, Tampico, Monterrey, Mexico City, Matamoros, Reynosa, Tijuana, Habana, Mexicali and Piedras Negras. He served as second secretary and consular officer in Seoul, 1954-57; in Santiago, 1957-58; and in Habana, 1960-61. His last assignment before retiring in 1965 was to Guadalajara as consular officer.

Survivors include his wife, of Calle Satelite 2746, Jardines Del Bosque, Guadalajara 5, Jalisco, Mexico. □

Francis H. Styles, 85, a Foreign Service consular officer who retired in 1955, died on April 16. During his 35-year career, he served in Bordeaux, Loanda, Cape Town, Durban, Antwerp, Chihuahua, Edmonton, Sydney, Ottawa, Dublin, Tampico and Shanghai. Appointed consular general in 1949, he served in that capacity in Guayaquil, and then Goteberg.

Mr. Styles, a native of Pennsylvania, graduated from Washington and Lee and attended the Georgetown School of Foreign Service.

He was in the Army in 1918, and worked for the Federal Reserve Board in 1919. Survivors include his wife, of 4800 Fillmore Ave., Apt. #502, Alexandria, Va. 22311, two sons and one daughter. ■

Library Booklist

Islam and Islamic Civilization

A selection of recent books*

General

Abdul Rauf, Muhammad. *The Islamic doctrine of economics and contemporary economic thought: highlights of a conference on a theological inquiry into capitalism and socialism.* Washington, American Enterprise Inst. for Public Policy Research, 1979, 23 p. BP173.75.A18

Ali, Anwar. *Islam: ideology & leading issues.* Lahore, Publishers United, 1978. 235p. BP163.A58

Boisard, Marcel A. *L'humanisme de l'Islam.* Paris, A. Michel, 1979. 440p. BP163.B56

Esposito, John L., ed. *Islam and development: religion and sociopolitical change.* Syracuse, N.Y., Syracuse Univ. Press, 1980. 268p. On order.

Haider, S. M. *Islamic concept of human rights.* Lahore, The Book House, 1978. 314p. JC571.175

Hourani, Albert Habib. *Europe and the Middle East.* London, Macmillan, 1980. 226p. DS61.6.H66 (Essays on Western attitudes toward Islam.)

Joseph, Suad, ed. *Muslim-Christian conflicts: economic, political, and social origins.* Boulder, Colo., Westview, 1978. 245p. BP172.M797

Kedourie, Elie. *Islam in the modern world and other studies.* London, Mansell, 1980. 332p. DS62.4.K43

Levtzion, Nehemia, ed. *Conversion to Islam.* New York, Holmes & Meier, 1979. 272p. BP52.C66

Long, David E. *The Hajj today: a survey of the contemporary Makkah pilgrimage.* Albany, State Univ. of New York Press, 1979. 180p. BP187.3.L66

Morewedge, Parviz. *Islamic philosophical theology.* Albany, State University of New York Press, 1979. 265p. BP166.1.172

Rahman, Fazlur. *Islam.* Chicago, Univ. of Chicago Press, 1979. 285p. BP161.2.R29

Sardar, Ziauddin. *The future of Muslim civilization.* London, Croom Helm, 1979. 288p. BP163.S35

Shariati, Ali. *On the sociology of Islam: lectures.* Berkeley, Mizan Press, 1977. 125p. BP173.25.S52

Weekes, Richard V., ed. *Muslim peoples: a world ethnographic survey.* Westport, Conn., Greenwood, 1978. 546p. DS35.625.A1M87 Ref.

Welch, Alford T., ed. *Islam, past influence and future challenge.* Albany, State Univ. of New York Press, 1979. 359p. BP20.174

Zurayq, Qustantin. *Tensions in Islamic civilization.* Washington, D.C., Center for Contemporary Arab Studies, Georgetown Univ., 1978. 22p. DS36.855.Z87

Politics and law

Gani, H. A. *Muslim political issues and national integration.* New Delhi, Sterling, 1978. 230p. DS480.45.G34

Hassan, Farooq. *The concept of state and law in Islam.* Lanham, Md., University Press of America, 1981. 321p. On order.

Islamic law and change in Arab society. Beirut, Dar-el-Mashreq Publishers, 1978. 229p. K70.185

Jansen, Godfrey H. *Militant Islam.* New York, Harper & Row, 1979. 224p. BP60.J28

Khomeyni, Ruhollah, Ayatollah. *Islamic government.* Washington, International Learning Systems, 1979. 74p. BP173.6.K413

Kramer, Martin. *Political Islam.* Beverly Hills, CA., Sage, 1980. 88p. BP173.7.K7

Pearl, David. *A textbook on Muslim law.* London, Croom Helm, 1979. 317p. K70.P4

History

Ahsan, M. M. *Social life under the Abbasids, 170-289 AH, 786-902 AD.* New York, Longman, 1979. 316p. DS36.855.A35

Bell, Joseph Norment. *Love theory in later Hanbalite Islam.* Albany, N.Y., State Univ. of New York Press, 1978. On order.

Brockelmann, Carl. *History of the Islamic peoples.* Boston, Routledge & Kegan Paul, 1979. 582p. On order.

Crone, Patricia. *Hagarism: the making of the Islamic world.* New York, Cambridge Univ. Press, 1977. 268p. BP55.C76

Crone, Patricia. *Slaves on horses: the evolution of the Islamic polity.* New York, Cambridge Univ. Press, 1980. 302p. DS38.5.C76

Gran, Peter. *Islamic roots of capitalism: Egypt, 1760-1840.* Austin, Univ. of Texas Press, 1979. 278p. DT97.G7

Jafri, Syed Husain M. *Origins and early development of Shi'a Islam.* New York, Longman, 1979. 332p. BP192.4.J33

Lassner, Jacob. *The shaping of Abbasid rule.* Princeton, N.J., Princeton Univ. Press, 1980. 328p. DS38.6.L37

Mottahedeh, Roy P. *Loyalty and leadership in an early Islamic society.* Princeton, N.J., Princeton Univ. Press, 1980. 209p. HN656.A8M67

Peters, Rudolph. *Islam and colonialism: the doctrine of Jihad in modern history.* The Hague, Mouton, 1979. 245p. On order.

Semann, Khalil I., ed. *Islam and the Medieval West: aspects of intercultural relations: papers presented at the ninth annual conference of the Center for Medieval and Early Renaissance Studies, State University of New York at Binghamton.* Albany, N.Y., State Univ. of New York Press, 1980. 172p. DS36.855.176

Al-Tabatabai, Muhammad H. *Shi'ite Islam.* 2nd ed. Albany, N.Y., State Univ. of New York Press, 1979. 235p. On order.

Troll, Christian W. *Sayyid Ahmad Khan: a reinterpretation of Muslim theology.* New Delhi, Vikas, 1978. 384p. BP80.A485T76

Willis, John Ralph, ed. *Studies in West African Islamic history.* London, F. Cass, 1979. 307p. BP64.A4W47

Area studies

Ahmed, Rafiuddin. *The Bengal Muslims 1871-1906.* New York, Oxford Univ. Press, 1981. On order.

Akhavi, Shahrough. *Religion and politics in contemporary Iran: clergy-state relations in the Pahlavi period.* Albany, State Univ. of New York Press, 1980. 255p. BP63.168A36

Badawi, Muhammad Zaki. *The reformers of Egypt.* London, Croom Helm, 1978. 160p. BP64.E3B3

Bennigsen, Alexandre. *Muslim national communism in the Soviet Union: a revolutionary strategy for the colonial world.* Chicago, Univ. of Chicago Press, 1979. 267p. HX313.B42

Gbadamosi, T. G. C. *The growth of Islam among the Yoruba, 1841-1908.* Atlantic Highlands, N.J., Humanities Press, 1978. 265p. DT513.G33

Jackson, Karl D. *Traditional authority, Islam, and rebellion: a study of Indonesian political behavior.* Berkeley, Univ. of California Press, 1980. 375p. DS632.S9J32

Kessler, Clive S. *Islam and politics in a Malay State, Kelantan, 1838-1969.* Ithaca, N.Y., Cornell Univ. Press, 1978. 274p. DS598.K3K47

Lewis, I. M., ed. *Islam in tropical Africa, 2nd ed.* Bloomington, Indiana Univ. Press, 1980. 310p. BP64.A1157 1980

Madan, T. N., ed. *Muslim communities of South Asia: culture and society.* New Delhi, Vikas Pub. House, 1976. 183p. DS336.M87

Nimtz, August H. *Islam and politics in East Africa: the Sufi order in Tanzania.* Minneapolis, Univ. of Minnesota Press, 1980. 234p. BP188.8.T34N55

Noer, Deliar. *Administration of Islam in Indonesia.* Ithaca, N.Y., Cornell University, 1978. 82p. BP63.15N59

Peacock, James L. *Muslim puritans: reformist psychology in Southeast Asian Islam.* Berkeley, Univ. of California Press, 1978. 276p. BP63.15P4

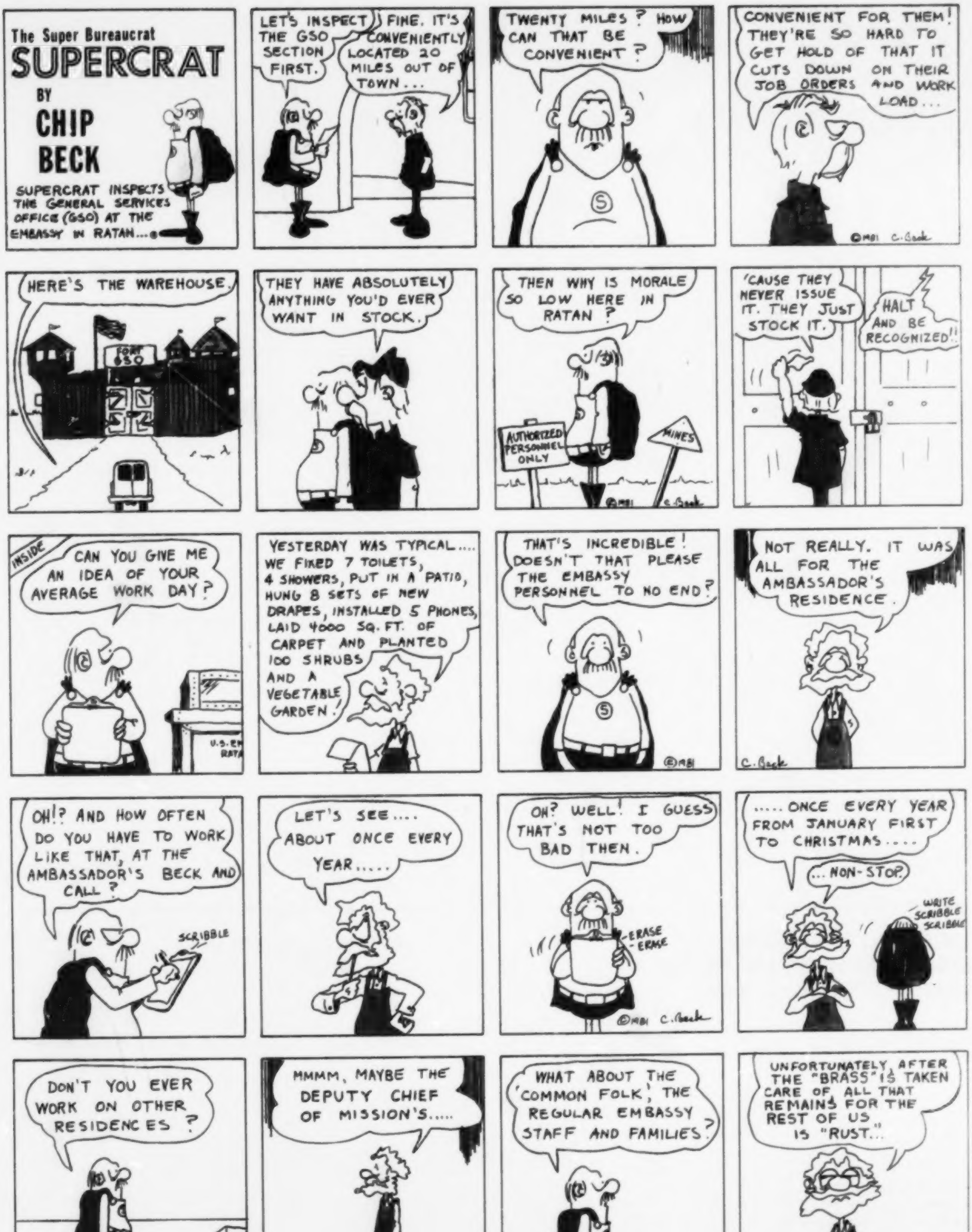
Sanneh, Lamin O. *The Jakhanke: the history of an Islamic clerical people of the Senegambia.* London, International African Inst., 1979. 276p. BP64.S43S26

Yegar, Moshe. *Islam and Islamic institutions in British Malaya: policies and implementation.* Jerusalem, The Magnes Press, 1979. 302p. BP63.M27Y45

Zoghby, Samir M. *Islam in sub-Saharan Africa: a partially annotated guide.* Washington, GPO, 1978. 318p. Z7835.M6Z63 Ref. ■

---

*Call numbers are given for those in the Department Library.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
SUPERCRAT INSPECTS THE GENERAL SERVICES OFFICE (GSO) AT THE EMBASSY IN RATAN...
LET'S INSPECT THE GSO SECTION FIRST.
FINE. IT'S CONVENIENTLY LOCATED 20 MILES OUT OF TOWN...
TWENTY MILES? HOW CAN THAT BE CONVENIENT?
CONVENIENT FOR THEM! THEY'RE SO HARD TO GET HOLD OF THAT IT CUTS DOWN ON THEIR JOB ORDERS AND WORK LOAD...
©1981 C. Beck
HERE'S THE WAREHOUSE.
FORT GSO
THEY HAVE ABSOLUTELY ANYTHING YOU'D EVER WANT IN STOCK.
THEN WHY IS MORALE SO LOW HERE IN RATAN?
AUTHORIZED PERSONNEL ONLY
MINES
©1981 C. Beck
'CAUSE THEY NEVER ISSUE IT. THEY JUST STOCK IT.
HALT AND BE RECOGNIZED!!
INSIDE
CAN YOU GIVE ME AN IDEA OF YOUR AVERAGE WORK DAY?
U.S. EM RATA
YESTERDAY WAS TYPICAL.... WE FIXED 7 TOILETS, 4 SHOWERS, PUT IN A PATIO, HUNG 8 SETS OF NEW DRAPES, INSTALLED 5 PHONES, LAID 4000 SQ. FT. OF CARPET AND PLANTED 100 SHRUBS AND A VEGETABLE GARDEN!
THAT'S INCREDIBLE! DOESN'T THAT PLEASE THE EMBASSY PERSONNEL TO NO END?
©1981
NOT REALLY. IT WAS ALL FOR THE AMBASSADOR'S RESIDENCE.
C. Beck
OH!? AND HOW OFTEN DO YOU HAVE TO WORK LIKE THAT, AT THE AMBASSADOR'S BECK AND CALL?
SCRIBBLE
LET'S SEE.... ABOUT ONCE EVERY YEAR.....
OH? WELL! I GUESS THAT'S NOT TOO BAD THEN.
ERASE ERASE
©1981 C. Beck
.....ONCE EVERY YEAR FROM JANUARY FIRST TO CHRISTMAS....
...NON-STOP.
WRITE SCRIBBLE SCRIBBLE
DON'T YOU EVER WORK ON OTHER RESIDENCES?
MMMM, MAYBE THE DEPUTY CHIEF OF MISSION'S.....
©1981 C. Beck
WHAT ABOUT THE 'COMMON FOLK', THE REGULAR EMBASSY STAFF AND FAMILIES?
UNFORTUNATELY, AFTER THE "BRASS" IS TAKEN CARE OF, ALL THAT REMAINS FOR THE REST OF US IS "RUST."

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

U.S. MAIL

If address is incorrect
please indicate change
Do not cover or destroy →
this address label
Mail change of address to
PA-OAP
Room 5815A

State

sletter United States Department of State July 1981

NEWARK PUBLIC LIBRARY
AUG - 4 1981
U. S. GOVT. PUBS.
DEPOSITORY 376

Good Neighbor Is Honored

State
Good Neighbor Is Honored

THE COVER—President Reagan, on behalf of the American people, thanks our Good Neighbor to the North—Canada. He presents a special Congressional gold medal, on June 16, to Kenneth Taylor, former Canadian envoy in Iran, whose "noble and heroic effort" helped six U.S. diplomats escape to the United States last year. This was the "one happy chapter" in the 444-day hostage crisis, Mr. Reagan said. *(White House photo by Bill Fitz-Patrick)*

United States Department of State

Letters to the Editor

Two-barreled reply

TROY, ALA.

DEAR SIR:

Two letters in your May issue simply cry out for replies.

Ambassador Poullada's suggestion for an international treaty providing for the "quarantine" of states guilty of taking diplomats as hostages sounds just fine in ladies' club circles, and is certainly well-motivated, but in terms of practicality it sounds like Wilson at Versailles. There is no need in this letter to write a scenario of what happens when this treaty, assuming that it could be drawn up and universally approved, runs into an actual case wherein the kidnapping state is one "struggling for liberation" and the kidnappees are "imperialists." Any experienced Foreign Service officer can compose his own, complete with a suitable cast of characters. States carry out treaties when, and to the extent that, it is in their security and welfare and ideological interests to do so. Thus it has been and thus it always will be. A revolutionary Iran will never lack for helpers and supporters.

Dr. Fringer's note bemoaning tourist-class air travels by ambassadors of the United States brought back fond memories of being seen off at the airport by local officials who watched in amazement as I cheerfully said good-bye and headed for the tourist-class rear entrance to the plane, nodding pleasantly at the AID stenographer who crossed my path headed for the first-class front entrance of the same plane. Unlike Dr. Fringer, however, I always considered it a huge joke. I found that I arrived at any destination short of one halfway round the globe precisely the same inadequate official no matter which door I came out of. There may be arguments for sending senior

—(*Continued on Page 70*)

State

July 1981
No. 236

20

26

31

39

News stories

2 Kennedy: "No concessions to terrorists"
10 President lists 15 new ambassadors
17 Brenda Jannuzzi wins top secretary award
17 Wilkinson captures $5,000 Dunn award
35 Tangier legation is U.S. historic site

Feature stories

5 Department of State despatch agents
25 Hawthorne: consul in Liverpool
33 Retiree wins fame in Spain
66 Upward Mobility Program
23 Book review: "Diplomacy of Silence"

Photo stories

20 Secretaries cited
30 Art show at State
38 Post-of-the-month: Brussels

Departments and features

44 Alcohol Awareness
29 "American Diplomacy"
10 Appointments
43 "Ask Dr. Korcak"
48 Bureau Notes
71 Current Publications
47 Diplo-Crostic, by Becker
46 Education and Training
17 Honors and Awards
1 Letters to Editor
75 Library Booklist
60 Look-Alikes
61 New Directives
19 News Highlights
72 Obituaries
62 Personnel: Civil Service
67 Personnel: Foreign Service
75 Transfer Tremors

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester

Staff writer Donna Gigliotti
Staff assistant Catherine Elliott

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $17.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $1.75, (foreign) $2.05. □

Combatting Terrorism

'Terrorists. . .can expect no concessions from us'

Administration policy is set forth at Senate hearing

On June 10 Richard T. Kennedy, under secretary for management, appeared before the Senate Foreign Relations Committee. The hearing opened with this statement by Chairman Charles H. Percy (R.-Ill.):

THIS IS THE FIRST opportunity the committee has had to discuss with the administration its announced intention to make terrorism a principal concern of its foreign policy. In welcoming the former American hostages in Iran to the White House, in January, President Reagan declared: "Let terrorists be aware that, when the rules of international behavior are violated, our policy will be one of swift and effective retribution."

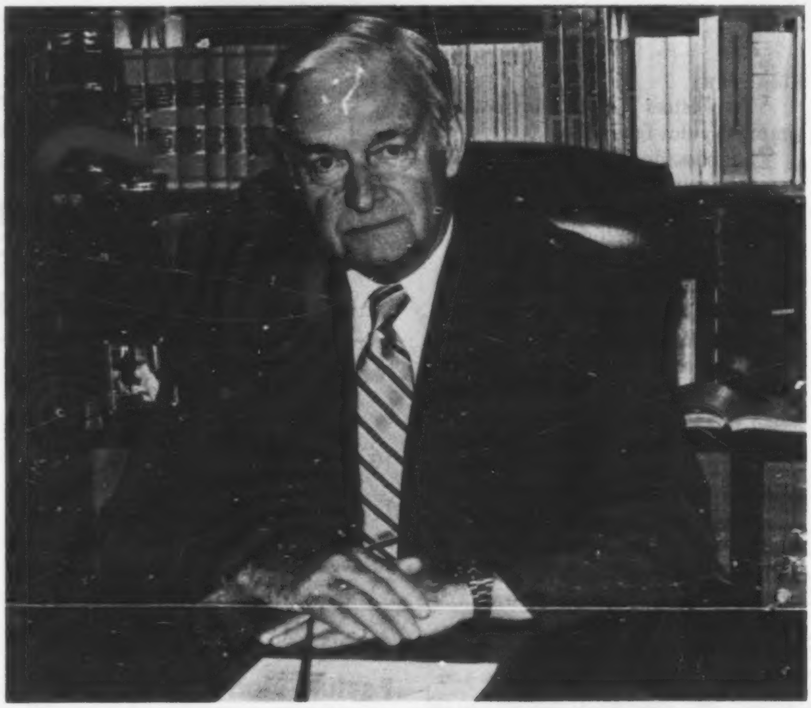
The following day, Alexander Haig, at his first news conference as Secretary of State, made the following statement: "International terrorism will take the place of human rights in our concern because it is the ultimate abuse of human rights."

The purpose of this hearing is to begin to explore with the administration how such statements might be translated into effective policy and programs for dealing with the terrorist problem.

* * *

Mr. Kennedy was the first witness. Excerpts from his testimony follow:

This administration is taking firm and purposeful action to counter terrorism. We have publicly put terrorists on notice that they can expect no concessions from us. We will not pay ransom or release prisoners. We will not bargain for the release of hostages. We hope other governments will demonstrate similar firmness, and we are actively encouraging them in this direction. Governments which engage in or actively support acts of terrorism against us can expect a rapid and certain response. We will use all appropriate resources at our disposal, be they diplomatic, political, economic, or military, to respond to such acts of international intimidation and extortion.



Under Secretary Kennedy. (Photo by David M. Humphrey, Visual Services)

This administration has taken a number of concrete steps to enhance our ability to prevent terrorist incidents and to manage those incidents which occur. Early in the new administration, Secretary Haig instituted an interdepartmental group on terrorism and instructed it to carry out an intensive review of our counterterrorist policies and programs. This review has focused upon embassy security, contingency planning and incident management, training, and international initiatives.

Because attacks on our embassies take place with alarming frequency, we have both continued the Department's Security Enhancement Program, to address the threat of mob violence and large-scale attack against our Foreign Service missions, and stepped up our security program to deal with other threats. Using the funds provided by Congress, we are focusing expert attention on the protection of the staff at our overseas facilities. We are constructing safehavens in our embassies and consulates, improving building-access controls, installing nonlethal denial systems, and concentrating on other life safety measures. We are also implementing programs for the protection of national security information. We have established a special office, the Special Program and Liaison Staff, within the State Department to manage all facets of this program. [The office is in the Bureau of Administration; it is headed by George Jenkins.] Recently I attended a conference in Panama of security officers from all Latin American posts. We discussed all aspects of embassy security in the region, including the special security enhancement program.

The Department has already conducted comprehensive security enhancement surveys at 25 most seriously threatened posts. Major construction is about to begin in San Salvador, and other construction projects have been started at a number of other posts. Further major construction work will be contracted and begun within the next several months. In addition, since September 1980, the Department has funded security requirements amounting to over $20 million at some 116 Foreign Service posts.

However, even with the most appropriate security measures, we will not be able to prevent every act of terrorism directed against us. We have therefore developed a systematic program of contingency planning and preparedness testing, both in Washington and in the field, to upgrade our readiness and to ensure that we are not caught unaware and unprepared in a future terrorist attack.

In order to make certain that we are able to react effectively in any future Tehran-type or other terrorist incident, we have—

—Made certain that our embassies and consulates have contingency plans for dealing with terrorist incidents. These include hostage and hijacking plans.

—Asked all our embassies to work out special coordination and mutual help procedures with our closest allies.

—Instructed all ambassadors to review their internal defense plans, particularly command and control procedures for the use of lethal force. We have encouraged them to hold regular drills of these procedures.

—Authorized all our missions to inform host governments of our policy in hostage events—particularly the no-concession aspects of that policy—and to urge governments to adopt a similar stance.

—Instituted an expanded two-day course on "Coping with Violence Abroad." This course, which includes segments on hostage survival, bomb recognition, and residential security (among other topics), is required for all State, AID and ICA personnel assigned overseas, and we have strongly urged other agencies whose personnel are assigned to our overseas missions to have those employees attend the course. It is designed to enable our personnel to make an individual contribution to the deterrence of terrorism through security awareness, and to prepare them for the personal trauma of victimization by terrorists should they be attacked. The course has met with a favorable reaction from those who have taken it. I would be happy to invite members of this committee or staff to attend the course as observers should you think it useful.

We are undertaking urgent efforts to upgrade our lookout and forged document identification procedures at our overseas posts and ports of entry. These systems were designed to screen out customs and immigration violators. We are modifying them to enable us to detect terrorists who might attempt to enter the United States. . .

In an effort to improve management and resource utilization in the counter-terrorism and security areas, the Department is considering alternative organizational arrangements. The Secretary and the deputy secretary already have directed that the Office for Combatting Terrorism report directly to me as the under secretary for management. This means that planning and policy, as reflected in the counter-terrorism office, and the resources for response to threats represented in the security office, will both be under single jurisdiction. We are now looking at ways in which we may further integrate these activities with a view to enhance our capability to identify and respond to the terrorist threat. As our deliberations go forward, we will keep the committee informed. . .

* * *

In the questioning that followed, Senator Glenn (D.-O.) returned to the statement: "We will not bargain for the release of hostages." Mr. Kennedy explained:

Let me just say precisely what the policy is and precisely what we are trying to get others to do, and then let me come back to the difference between dialogue and bargaining:

First, there is an absolute commitment to resist terrorist blackmail.

Secondly, there will be no payment of ransom for the release of prisoners. There will be no negotiation on substantive demands. There will be discussion and dialogue on humanitarian questions. . .We will use the full range of diplomatic, economic and military responses as are appropriate to the situation.

We will support the host government's responsibility under international law to protect American citizens, and we put that forward as a basic proposition with all nations. We are encouraging actively other governments to adopt firm policies along these exact lines.

Now, as to our not having any discussions, of course we will have discussions. After all, discussion in a hostage situation may well be the way in which, as is often the case, the hostage-takers recognize the folly of their own situation. So long as they understand there is no way out of it, then the longer one has a chance to discuss the issue, to talk with them; not the substance, but to continue discussion to find out their own interests and their own concerns, not with any intent to offer any concessions, but rather simply to carry the matter forward, the more likely it is that the situation then reaches a resolution and release. That happens regularly.

* * *

Later, Senator Percy said:

I would pick up again on Senator Glenn's point. I think it is terribly important that we advise ahead of time what our policy is going to be, so that there is no miscalculation. And it is important that we stay with it. You used the words that we would carry on discussions, however, with terrorists or those who, say, have seized hostages. Is there any differentiation between the use of the term "carry on discussions" or "having negotiations with"? Are they one and the same, in other words, or are they different?

Mr. Kennedy replied:

They are not the same thing at all, Senator. We are not negotiating with them in the sense of seeing which demands might be met as a price for the release of hostages. That is negotiation. Discussion is an opportunity to let them explore what they have in mind, what their grievances are, et cetera. But that does not lead in our view at all, nor should it, to negotiation over the release. It is a different thing. . .

* * *

Senator Percy said at another point:

Secretary Kennedy, in the event that a host country does not respond adequately to an attack upon an American embassy, what options are available to our Government to cope with such a deteriorating situation?

Mr. Kennedy replied:

Well, of course that is the first step. We would put every bit of pressure that we can to be certain that the host government understands its full responsibilities and complies with them in providing security. But we do not make the assumption that it is all going to work. It is for that reason that we have undertaken the security enhancement program. Also, we are mindful that the security enhancement program cannot prevent terrorist acts or attacks on embassies or personnel, but only can protect people for a time. It can protect people and national security information only for a time.

In the event that the host government either tacitly approves of, or acquiesces in, or just is incompetent to deal with an attack upon our facility, at that point our objective is to get our people out and to protect our national security information. There are obviously limits to which we can go. In the last analysis we have to depend upon the local authorities. There is no way in which we can do otherwise. However, this does not mean to say that we would stand totally idly by. In the event evacuation means could be brought to bear, we would then bring them to bear. □

Anti-terrorism unit gets award; State is given an 'eagle'

Secretary Haig presented the Department's group Meritorious Honor Award to the Office for Combatting Terrorism at an awards ceremony in the Secretary's reception area on May 27. The employees were cited for "exceptional dedication to duty" and "effective crisis management" during the recent hijacking of a Pakistani International Airways plane from Karachi to Kabul and Damascus. Cited were Frank H. Perez, deputy director of the office; Richard Higgins, Ira Levy, Alan Eastham, Elizabeth Cummings, Iris Gilbert, Nellie Hall and Rene Scurlock.

Mr. Wriston* thanks the Department. Behind him is *Ambassador Quainton. (Photo by Robert E. Kaiser, Visual Services)

In a related action at the same ceremony, Walter B. Wriston, chairman of Citicorp, presented a Steuben glass American eagle to the Department for its role in assisting in the rescue of five Americans who had been among the passengers of a hijacked plane on a flight from Ankara to Sofia. Mr. Wriston gave the eagle to Mr. Haig, who in turn presented it to Ambassador Anthony C. E. Quainton, director of the office.

Mr. Wriston said the award was made on behalf of the "men and women of the Citibank," pointing out that the bank had six officers, five of them Americans, on the hijacked plane.

"About 4:30 on Saturday morning, when the phone rang, we needed all the aid and protection that we could get. We had a hijacking in a faraway place, and the only place to turn to was to the task force in the State Department," he said. "We appreciate, as citizens, the extraordinary skill and the dedication of the team that worked literally around the clock on Memorial Day weekend, not just here in the State Department but in the embassies in Ankara, in Sofia, and in Athens, who kept the wives of the officers involved advised of what was going on and through Jim Jeffrey [consul at Embassy Sofia], who drove . . .between Sofia and the small town to find the airplane and to greet the Americans when they came out."

Accepting the two awards on behalf of his office, Mr. Quainton paid tribute "to all of you who are out there who come from the various bureaus that helped us in these hijackings—from the Office of Security, from the Operations Center, from our friends in other agencies, and in the White House, because dealing with terrorism. . .is not something which nine of us in the Office for Combatting Terrorism do alone. We do it through you, with you, and it is your expertise and your knowledge which makes it possible for us to help our embassies in the field, who also contribute so much and under more arduous circumstances than we have to face here. . .In the very truest sense, these are awards to you, and not to us." ■

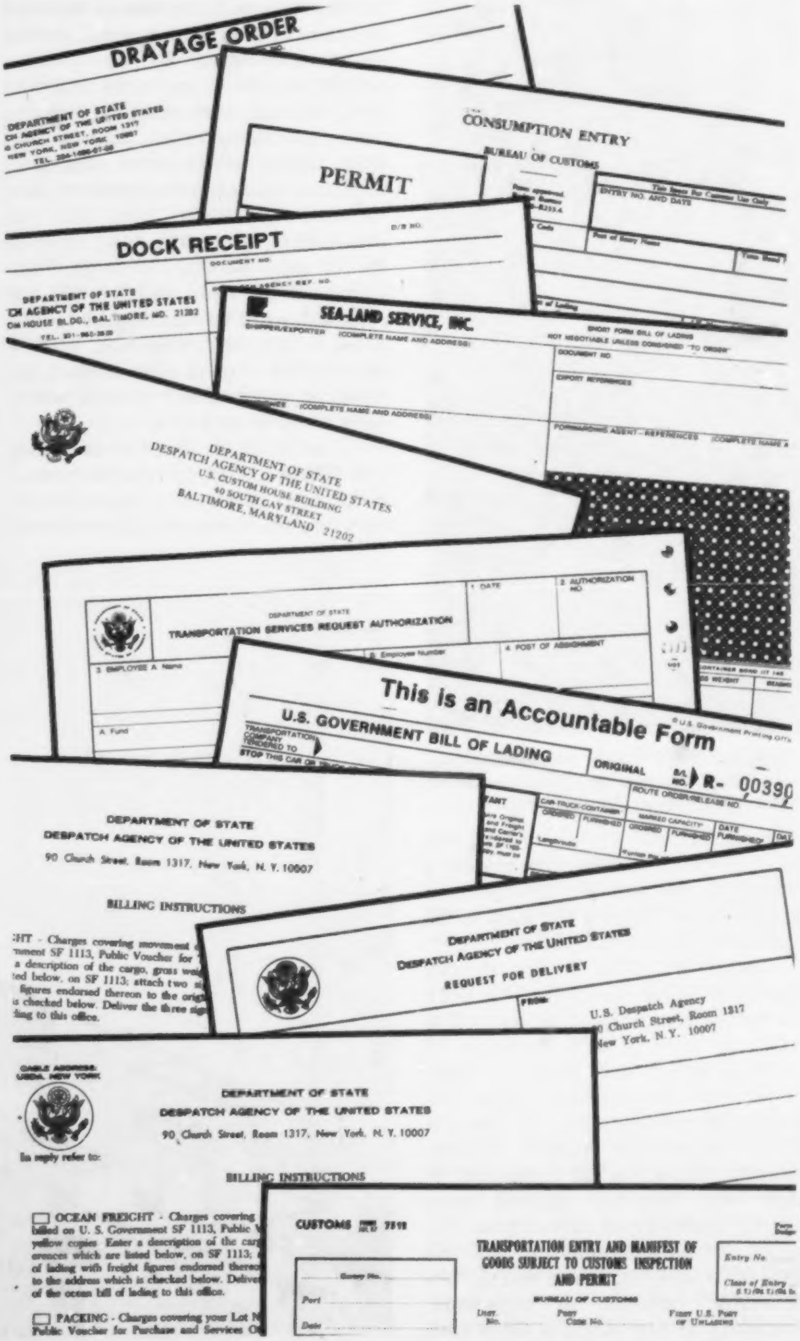
Life in the Civil Service

The panda didn't complain

But despatch agents hear it from the humans

SEBASTIAN ROCA of the State Department had to rearrange his calendar the other day. He had to schedule an appointment with a giant panda named Chia-Chia. Until then, it had been a routine (which is to say, busy) day for Mr. Roca at JFK International Airport, near New York. Mr. Roca's one-man office there is an outpost of an outpost of the Department. He is an employee of State's Despatch Agency in lower Manhattan. As such, he ordinarily has very little to do with pandas, giant or otherwise, but a great deal to do with the men and women of the U.S. Foreign Service. Despatch, among its other duties, handles outgoing and incoming shipments of household effects, privately-owned automobiles and unaccompanied air baggage of diplomatic families. But the office in New York, as well as its counterparts in Baltimore, Miami, San Francisco and Antwerp, functions not merely for State but also for some 40 other U.S. Government agencies. In providing services to Chia-Chia, then, Mr. Roca was acting on behalf of the National Zoological Park, where the

He'd rather not


DRAYAGE ORDER
CONSUMPTION ENTRY
PERMIT
DOCK RECEIPT
SEA-LAND SERVICE, INC.
DEPARTMENT OF STATE
DESPATCH AGENCY OF THE UNITED STATES
U.S. CUSTOM HOUSE BUILDING
40 SOUTH GAY STREET
BALTIMORE, MARYLAND 21202
TRANSPORTATION SERVICES REQUEST AUTHORIZATION
This is an Accountable Form
U.S. GOVERNMENT BILL OF LADING
DEPARTMENT OF STATE
DESPATCH AGENCY OF THE UNITED STATES
90 Church Street, Room 1317, New York, N.Y. 10007
BILLING INSTRUCTIONS
REQUEST FOR DELIVERY
CUSTOMS
TRANSPORTATION ENTRY AND MANIFEST OF GOODS SUBJECT TO CUSTOMS INSPECTION AND PERMIT

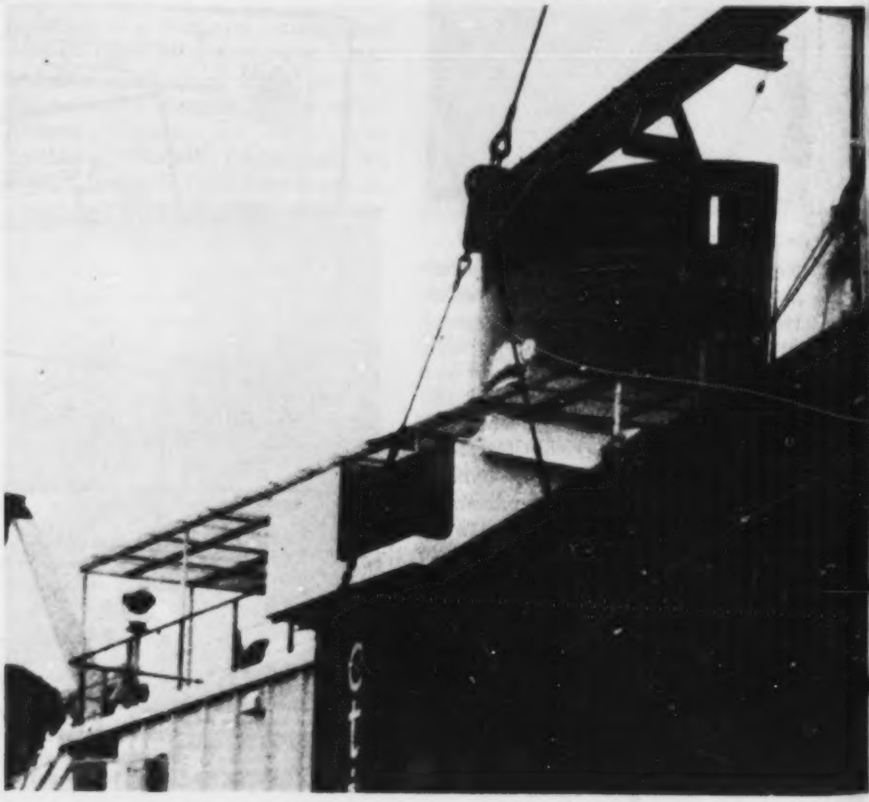
Sebastian Roca, **left, at the airport. He's checking a shipment with** *Dick Finnegan* **of Pan Am.** *(Photo by Manny Giorgio)*

male panda, who is not very sexy, had been on what is known in the trade as a "breeding loan." His disappointed handlers were shipping him back to the Zoological Society in London.

After Mr. Roca, 39, got the call about Chia-Chia, he finished his work for the day at the target time, about 5:30 p.m., and drove home to Brooklyn. At midnight he was back at JFK to make preparations for the panda's flights—incoming from Washington, out again at 5 a.m. across the Atlantic. Accompanying Chia-Chia, in containers of their own, were two elephant shrew couples and two rock cavy couples. The panda arrived tranquilized at JFK and gave no trouble. But there was an "unbelievable" amount of paperwork, according to Mr. Roca, a GS-9 Civil Service employee who is an expert on bills of lading and the like. Like his colleagues at the despatch agencies, he is familiar with the forms that are required by State, by the customs people, by the health authorities, by the civilian airlines, by the commercial shipping lines, by the dock workers, by the truckers, and by others. But as Mr. Roca had done on other occasions, when zoo officials wrote letters of commendation about him to the Department, he cleared away much of the red tape. He was able to get Chia-Chia squared away and see him off around dawn, after which he drove back home to Brooklyn, showered, made a decision not to go to sleep, dressed, ate breakfast, and returned to the airport to open his office at 8:15 a.m.

Reid Collins

During all the time he was dealing with Chia-Chia, he had another matter on his mind. It was one of those frustrating automobile odysseys that sometimes produce yawns in the Foreign Service because stories like it are told so many times. This particular car had arrived from the embassy in Senegal; it was to be trucked or driven to its owner, who had been reassigned to Washington. But

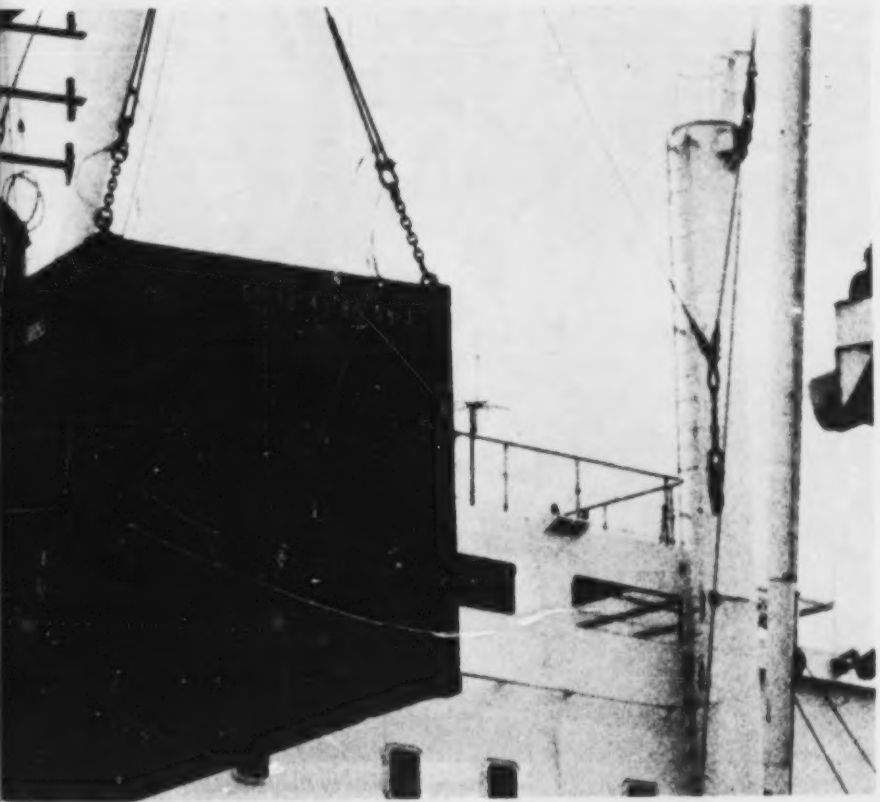


first it had to be steam-cleaned in New York. It wasn't. Before it could be cleaned, it disappeared. At first, Mr. Roca feared it had been stolen. He telephoned his boss, Reid Collins, who heads the office in Manhattan. Together, with the assistance of others on the staff (there are 19 permanent employees at the agency, with three positions vacant), they made inquiries. They finally traced the automobile to Dulles International Airport, near Washington. The airline, without notifying anyone first, had flown the car there from JFK and now was trying to collect a $345 fee from its owner at State. Mr. Collins and Mr. Roca advised the Department to tell her not to pay. Then they berated the airline, pointing out that their spending authority extended only to having the car *driven* to Washington, since flying it there was much more expensive. But recognizing the fait accompli, they directed the airline to leave the car at Dulles for the owner to pick up without any charge to her. They said they would clear up the paperwork afterward. Though the instructions were explicit, someone at the airline misconstrued them. That person ordered the vehicle flown back to JFK. It was. In the midst of all this came the word about Chia-Chia. Mr. Roca knew that, once he had dispensed with the panda, he would have to find some way of breaking the bad news about the car to the Foreign Service officer. How could he explain to her that the auto was back in New York? How soon could he have it steam-cleaned, as it should have been already by now, and trucked or driven to her? How could he convince her that he really cared?

Take your pick

When the Department first opened a despatch office more than 150 years ago, it spelled the word with an "e." Forty years later, in 1870, it switched to "dispatch." In 1910 it shifted back to "despatch"—the spelling still in use today. The Merriam-Webster dictionary says either form is correct.

Of all the concerns of State's despatch employees, this is a recurrent one. "I guess we're like any other service agency," said Reid Collins, Mr. Roca's boss. "Nobody hears about our successes, which we make happen every day. But as soon as one thing goes wrong, it becomes the talk of the Department." Is that fair? asked a reporter for STATE. "Well, it's the nature of our business," Mr. Collins replied. "I could give you statistics that show we really have very little to be defensive about. More than 99 times out of 100, shipments go through in both directions without a hitch and reasonably on time. But that doesn't mean that the complaints, when they come, aren't justified. For the individual or the family concerned, it's only that one bad shipment—their own shipment—that matters. And I agree. In fact, so does everyone else in this office. When you think about that one bad shipment in human terms—the inconvenience it creates for our employee going overseas or coming back from overseas, the hardship it means for the whole family that's involved, including the children—then it's not surprising that our people will complain. They have every right to do so, and our response here is to check back to see what we ourselves might have done wrong, in the hope that we don't repeat the mistake the next time. Of course, a good part of the time it wasn't our fault at all, but all I can tell you is that, wherever the blame might lay, it's not our custom here to sit around afterward and reminisce, looking for humor in these cases. The fact is that one of the few complaints I can remember as being somewhat humorous was that of a Foreign Service officer who several years ago was going to an Asian post. He said to us: 'I can appreciate that you work with the



movers and packers and encourage them to be thorough. But there's a limit to being thorough. That mover you sent me tagged and shipped my garbage. The can was waiting for me when I arrived at post. And it was full!'

"On this business of who's at fault, you'd be surprised at how many possibilities there are," said Phillip Puopolo, who is Mr. Collins' counterpart in Baltimore. Both despatch agents have the experience to speak authoritatively on the maze that comprises the despatch system. Each entered the Department as a GS-3 clerk-typist and climbed through the ranks; today Mr. Puopolo is a GS-13, Mr. Collins an FSRU-3.

"I'll start with the possibilities right here, in this office," said Mr. Puopolo. "I'm talking about human error. For example, two documents get stuck together, so one gets lost. Or we put the instructions for one shipper in the envelope going to the other (you would think that the shipper would send us back the extra one, but sometimes he doesn't). Or the packer will get our instructions too late—we fell behind in the office.

"But you know about *those* things. They're not to be tolerated, yet they can and do happen in every office, in government or in private industry. Now let me tell you about some causes for delay that you might *not* know about. For example, did you know that stevedores don't work when it's raining? I'm not blaming them—I'm just stating a fact. Rain makes things slippery and presents a safety hazard on the pier. I wouldn't work, either, under those conditions if I were a stevedore. Now you might say, so what if the stevedores lay off for one day waiting for the rain to stop. That's just one day's delay, isn't it? But the point is, it could be much more than one day. The ship is due the next day at another port, maybe New York, and it can't wait that extra day for the cargo to be loaded. So it leaves our containers sitting on the pier. And they stay there until another ship enters the harbor and agrees to take on the cargo because it has room for it. We might be waiting for that ship a

Phillip Puopolo, left, and James Mazingo. (Photo by Donna Gigliotti) week or two. So you have the beginnings of a delay that might get even worse at further points along the line. All because it rained for a half day in Baltimore.

"Let me give you another example. The trucks are lined up at the pier, waiting to be unloaded. It's first-come, first-served. For whatever reason, they don't get to this particular truck by the end of the day. It's too far back in the line. Sure, they'll get it the next day. But maybe the next day is too late. The ship has gone.

"Here's another twist. The ship is delayed arriving in Baltimore because there's been a delay in a foreign port. In the meantime, we have cargo sitting on the pier. How long can we wait for the ship? We could shift the cargo to another pier and arrange to put it on another ship, but this gets to be very expensive, and it enhances the possibility of loss through damage—too much cargo-handling. Finally, we might have to do this anyway, and of course we do. But that's more paperwork for the 11 persons in the Baltimore office, where we've been understaffed, and now, in a sense, we're back where we started."

It's the working atmosphere in the Baltimore office that has "educated" (his word) Foreign Service officer James Mazingo, who was assigned last August as Mr. Puopolo's deputy. "I didn't expect what I found here," Mr. Mazingo said. "Frankly, I didn't expect that the people here would be working as hard as they do. I thought I had some perspective on this. After all, I've been in the Service since 1960, and I've had a lot of admin experience in the Middle East, in Africa and in Latin America. I knew how many general services officers it takes to run a large embassy, and so I had the impression, considering the volume of the work there is, that there were a lot of employees here in Baltimore—in fact, twice as many. It was an eye-opener when I found this wasn't so. You know, the opinion you sometimes hear overseas is that when you're talking to the Civil Service people in Washington you're talking to the wind. Well, that's just not true. I'm here now, and I can say this. These people here work as conscientiously, and as efficiently, as any group I've seen anywhere in the Service."

Working for the Department of State in Baltimore produces some ironies, as Mr. Puopolo pointed out. "In the Baltimore telephone book, the State Department is listed as a heading under the U.S. Government, and the despatch agency is the only office that's listed under the State Department," Mr. Puopolo said. "Therefore, people in Baltimore sometimes get the idea that this despatch office *is* the Department. We'll get calls, for instance, about the situation in the Middle East, offering advice or encouragement, or making some complaint. We always tell the caller that we'll pass on the information to the proper authorities in Washington, and that seems to satisfy them. But when it comes to our own people at State, *they* aren't always sure that the despatch agency is part of the Department. They see the words 'U.S. Despatch Agency' and some of them think that maybe we're a private commercial shipping outfit—and the reason something has gone wrong is that we're interested in making a profit, or in not losing any money, and that *this*, not providing service, is our overriding concern. I wish they had the same notion of us that the people in Baltimore have. Once they realize that all of us are employees of the same Department, that we ourselves are not making money or losing money on any of these shipments, that we help ourselves when we help them, that we hurt ourselves, too, when we hurt them—then things would go a lot easier for everybody all around."

VICTORY VAN
VIRGINIA
U.S.A.
EMBASSY
CHILE

He added: "I went to Africa recently to visit some of our posts. I saw how our Foreign Service people live in some places, and I can understand what their personal belongings mean to them. I want to help in every way I can, and I feel terrible when I think that, on a particular day, we might not be doing the job."

"I've found in this business that there's only one way to help," said Mr. Collins in New York. "That way is to *assume* nothing. We should never assume—and the staff here is trained not to assume it—that just because a packer is scheduled to show up at a certain household on a certain day that he's going to show up. It's not a matter of just scheduling something. We have to follow up a great deal to make sure that the instructions were received and that the truck's going to move. The problem is that it's impossible to verify and to follow up every single detail in every case that we handle."

Well, Chia-Chia at least didn't complain. Perhaps it was the tranquilizer. Or perhaps he was so anxious to get away from Ling-Ling, with whom he declined to mate, that he was grateful to anyone who could get him out of the country—even the despatch agents of the Department of State.

—SANFORD WATZMAN ■

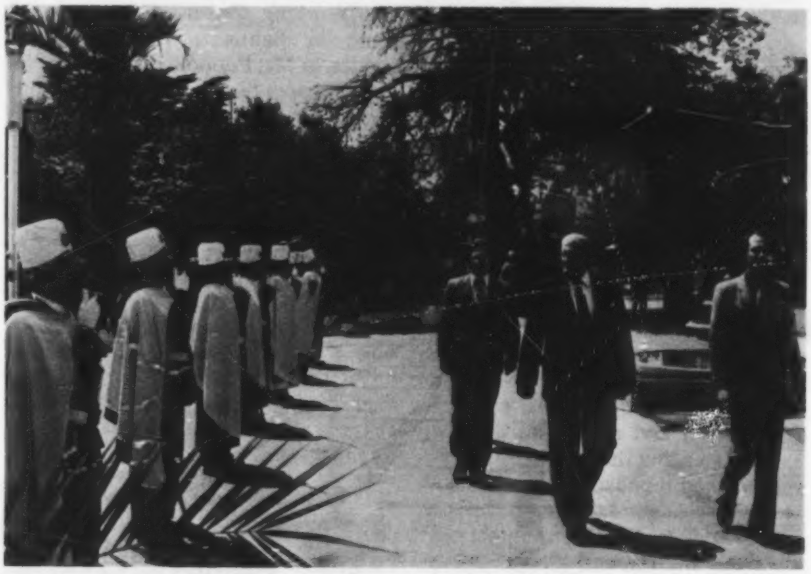
Appointments

White House announces 15 more names for ambassadorships

Gen. Vernon Walters would serve as ambassador-at-large

PRESIDENT REAGAN, as of late June, had announced his intention to nominate 15 more ambassadors. All the nominations would require Senate confirmation. The 15 are:

- Ambassador - at - large—Lieutenant General (ret.) Vernon A. Walters, since January senior adviser to Secretary Haig.
- Austria—Theodore E. Cummings, former chairman, Pacific Coast Properties, Beverly Hills, Calif., to succeed Philip M. Kaiser.
- Belgium—Charles H. Price II, chairman, American Bank and Trust Co., Kansas City, to succeed Anne Cox Chambers.
- Canada—Paul Heron Robinson Jr., president of a Chicago firm of brokers and administrators, to replace Kenneth M. Curtis.
- China—Arthur W. Hummel Jr., currently ambassador to Pakistan, to succeed Leonard Woodcock.
- Federal Republic of Germany—Arthur F. Burns, former chairman of the Federal Reserve System, to succeed Walter J. Stoessel Jr.
- Haiti—Ernest Henry Preeg, State's senior adviser on Jamaica, to succeed Henry L. Kimelman.
- Italy—Maxwell M. Rabb, senior partner in the New York law firm of Stroock & Stroock & Lavan, to replace Richard N. Gardner.
- Jordan—Richard Noyes Viets, ambassador to Tanzania, to succeed Nicholas A. Veliotes.
- Lebanon—Robert Sherwood Dillon, deputy chief of mission in Cairo, to replace John Gunther Dean.
- Malaysia—Ronald DeWayne Palmer, deputy assistant secretary for personnel, to succeed Barbara M. Watson.
- Mali—Parker W. Borg, director of the Office of West African Affairs since 1979, to replace Anne F. Holloway.
- New Zealand and Western Samoa—H. Monroe Browne, president and chief executive officer, Institute for Contemporary Studies, San Francisco, to replace Anne C. Martindell.
- Senegal—Charles W. Bray III, deputy director of ICA, to succeed Walter C. Carrington.
- Turkey—Robert Strausz-Hupé, presently consultant to the Foreign Policy Research Institute, University of Pennsylvania, to succeed James W. Spain.



ALGIERS — Ambassador-at-large-designate *Vernon A. Walters* reviews contingent of spahis of the Algerian Republican Guard upon arrival for a meeting with President Chadli Bendjedid, April 20.

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Walters served in the Army from 1941 until his retirement in 1976. During his military career he served directly under Presidents Truman, Eisenhower and Nixon. He also was an aide to Ambassador W. Averell Harriman at the Marshall Plan headquarters in Paris, and assistant to General Eisenhower in setting up the Supreme Headquarters, Allied Powers in Europe, also in Paris. He later was a staff assistant to President Eisenhower on all his foreign trips.

Mr. Walters accompanied then Vice President Nixon on his trip to South America in 1957. He also has served as U.S. military attaché in Italy, Brazil and France. He conducted negotiations with the North Vietnamese and Chinese in Paris, 1969-72. From 1972 to 1976 he was deputy director of the CIA.

After his retirement in 1976, he became a consultant, lecturer and author. His publications include "Silent Missions," an autobiography; "Sunset at Saigon," and "The Mighty and the Meek." He also has written many articles and book reviews.

Mr. Walters was born in New York on January 3, 1917, and attended St. Louis de Gonzague in France and Stoneyhurst College in the United Kingdom. A noted linguist, he is fluent in French, Spanish, Portuguese, Italian, German, Dutch and Russian. He has won many honors, including the National Security Medal, conferred by President Ford in 1976; the Distinguished Intelligence Medal, Distinguished Service Medal, Legion of Merit, French Legion of Honor, and other U.S. and foreign decorations.

* * *

Mr. Cummings, a former real estate developer, has been active in civic and community affairs in California. He is a member of the board of Cedars-Sinai Medical Center and a trustee of the University of Southern California. He also is a cofounder of the Jules Stein Eye Institute of the University of California, Los Angeles, Medical School; a founder of the Eleanor Roosevelt Cancer Foundation; a founding member of the Los Angeles Music Center; and a founder and former trustee of the Los Angeles County Museum of Art.

He has served as a member of the board of overseers, Henry E. Huntington Library and Art Gallery; Joseph H. Hirshhorn Museum and Sculpture Garden, Smithsonian Institution; and as a member of the Commission on Judicial Qualification of the State of California and California Hospital Commission. In 1971 he received a presidential appointment as a member of the Committee on the Health Services Industry, which was an advisory body to the Cost of Living Council.

During his business career, he was president and chief executive officer of several companies, including Food Giant Markets, Foster Freeze, Unimart, and Builders Emporium of Santa Fe Springs, Calif., 1944-68; chairman of Pacific Coast Properties, 1960-72; and president of the California division and vice chairman of the board, Vornado, Inc., Santa Fe Springs, 1967-69.

Mr. Cummings was born on December 25, 1907, in Brzzany, Austria. He has received many honors, including an honorary doctorate of law from the University of Southern California; a doctorate in humane letters from the University of San Fernando; and a doctorate in laws from Pepperdine University of Los Angeles.

He is married to the former Suzanne Prisant. They have two daughters.

* * *

Mr. Cummings

Mr. Price

Mr. Price has served as president or chairman of many companies since the late 1950s. These include the Linwood Securities Co., the American Mortgage Co., the Charles H. and Carol Swanson Price Foundation, the Price Bank Building Corp., American Bancorporation, Inc., Twenty-One Central United, Inc., and others. Since 1976 he has also been chairman of several companies in Boise, Id.: Red Steer, Inc.; Four H Bros. Corp.; H & H Distributing Co.; Hawkins Take Home, Inc.; and Red Steer Drive Inns of Nevada, Inc.

He was born in Kansas City, on April 1, 1931, and attended Wentworth Military Academy and the University of Missouri. He was in the Air Force from 1953 to 1955. Mr. Price has won many honors, including the Alumni Award from the University of Missouri School of Business and Public Administration; the Midwest Research Institute's Award of Appreciation, and the Outstanding Achievement Award of the University of Missouri-Kansas City Performing Arts Center.

Mr. Price is married to the former Carol Swanson. They have two sons and three daughters.

* * *

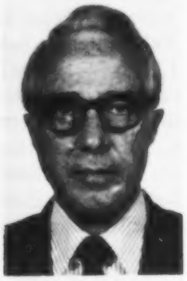
Mr. Robinson is the principal owner of Robinson, Inc., of Washington, Boston and San Francisco; of Robinson Coulter, Ltd., of London; Robinson (Australia), Ltd., of Sydney; Robinson-Thomson, of Wellington; and the Latitude Club, a travel club, in Chicago.

Born in Chicago, on June 22, 1930, he received a bachelor's from the University of Illinois in 1953. From 1953 to 1955 he was a lieutenant in the Navy. He is the author of many articles dealing with financial affairs.

Mr. Robinson is married to the former Martha C. Bidwell. They have one daughter.

* * *

Mr. Robinson



Mr. Hummel

Mr. Hummel was born in China of American missionary parents. He speaks fluent Chinese. For many years he has been one of the Department's senior sinologists.

Mr. Hummel began his career with State in 1950 as a foreign affairs officer. In 1952 he was assigned to Hong Kong as public affairs officer. Four years later, he was transferred to Tokyo as the deputy public affairs officer. He returned to Washington in 1960 and, after attending the National War College, was assigned as deputy director of the Voice of America, serving there until 1963. He later was deputy assistant secretary in the Bureau of Educational and Cultural Affairs, 1963-65; deputy chief of mission in Taipei, 1965-68; and ambassador to Burma, 1968-71. He returned to Washington in 1972 to become deputy assistant secretary in the Bureau of East Asian and Pacific Affairs. After serving as the U.S. envoy to Ethiopia, 1975-76, he became assistant secretary of the East Asian bureau. He was named ambassador to Pakistan in June 1977.

Mr. Hummel was born on June 1, 1920. He attended Antioch College, 1937-39, and the College of Chinese Studies in Peking, 1940-41. He received a master's in Chinese from the University of Chicago in 1949. He was teaching English in Peking from 1940 to December 8, 1941, when he was interned by the Japanese following Pearl Harbor. He escaped from the internment camp in 1944 and joined a unit of Chinese guerrillas. Mr. Hummel remained with that unit in eastern China until V-J Day in 1945. Then, until 1946, he worked as a liaison officer at Tientsin, China, for the UN Relief and Rehabilitation Administration. Later in 1946 he was a staff lecturer in New York for United Service to China. The following year he entered the University of Chicago Graduate School.

Mr. Hummel is married to the former Betty Lou Firstenberger; they have two sons.

* * *

Mr. Burns has been distinguished scholar-in-residence at the American Enterprise Institute since 1978. He also has been distinguished professorial lecturer at Georgetown, and John Bates Clark professor of economics emeritus at Columbia.

During his long public service, Mr. Burns was associated with the National Bureau of Economic Research, 1930-69, which he currently serves as honorary chairman. He was chairman of the President's Council of Economic Advisers, 1953-56, and counselor to the President, 1969-70. He also was a professor of economics at Rutgers for many years.

Mr. Burns was born on April 27, 1904, in Stanislau, Austria.

He received a bachelor's in 1925; a master's, also in 1925; and a doctorate in 1934—all from Columbia; a doctorate in laws from Lehigh in 1952; and other degrees from Brown, Dartmouth, Oberlin, Wesleyan and other colleges and universities.

Mr. Burns is married and has two children.

* * *

Mr. Burns

Mr. Preeg

Mr. Preeg joined the Foreign Service in 1963 as an international economist. From 1968 to 1969 he was economic officer in London, and from 1969 to 1972 he was an international relations officer in Washington. He also was engaged in economic studies at the National Planning Association, 1972-73.

Mr. Preeg then held assignments as director of the Office of OECD, European Community and Atlantic Political-Economic Affairs, 1973-76, and deputy assistant secretary for international finance and development, 1976-77. He was detailed to the White House that year as executive director, Economic Policy Group. He later served as deputy chief of mission in Lima, 1977-80.

Before joining the Service, Mr. Preeg was a merchant marine officer with the American Export Lines, Hoboken, N.J., 1956-61, and lecturer in economics at Brooklyn College, 1962-63. Born in Englewood, N.J., on July 5, 1934, he received a bachelor's in science from New York State Maritime College in 1956. He also received a master's in 1961, and doctorate in 1964, from the New School for Social Research.

Mr. Preeg is married to the former Florence Tate and has one daughter.

* * *

Mr. Rabb was presidential assistant and secretary of the Cabinet in the Eisenhower administration. He was associate counsel to the President from January to October 1953. Mr. Rabb has served on White House panels, including the Presidential Commission on Income Maintenance Programs, 1968-69, and the Presidential Advisory Panel on South Asian Relief Assistance, 1971.

He has been a member of the executive committee of the U.S. National Commission for UNESCO, 1958 and 1960; Coalition for Adequate Judicial Compensation, 1977; National Citizens Commission on International Cooperation, Department of the Treasury, 1970; Panel of Conciliators, World Bank's International Center for Settlement of Investment Disputes, 1967-74; and U.S. representative to the center, 1974-77.

Mr. Rabb was a partner in the Boston law firm of Rabb & Rabb from 1935 to 1937, and again from 1946 to 1951, before becoming a partner in his present law firm in 1958. He served as administrative assistant to Senators Henry Cabot Lodge (R.-Mass.), 1937-43, and Sinclair Weeks (R.-Mass.), 1944; legal and legislative consultant to Navy Secretary James Forrestal, 1946; and consultant to the Senate Rules Committee, 1952.

Mr. Rabb was born in Boston on September 10, 1910. He received a bachelor's from Harvard College in 1932, and a degree from Harvard Law School in 1935. From 1944 to 1946 he was a lieutenant in the Navy. He was awarded the Commendatore Order of Merit of the Republic of Italy in 1958. He is a member of the Council on Foreign Relations and the American Law Institute.

Mr. Rabb is married to the former Ruth Creidenberg. They have three daughters and a son.

* * *

Mr. Rabb

Mr. Viets

Mr. Viets, a career Foreign Service officer, was deputy chief of mission in Bucharest, 1974-77, and Tel Aviv, 1977-79, before he came to Dar es Salaam in 1979 to head the embassy. He joined the Government in 1955 as a public affairs assistant with what is now ICA. From 1957 to 1960 he was an assistant exhibit manager with the Department of Commerce.

Joining the Service in 1962, he was assigned as commercial officer in Tokyo. In 1965 he became commercial officer in Madras. Then followed assignments as political and economic officer in New Delhi, 1967-69; special assistant to the ambassador, also in New Delhi, 1969-72; international relations officer in the Department, 1972-73; and director of the Executive Secretariat, 1973-74.

Before joining the Government, Mr. Viets was with the Bank of America in Los Angeles, 1955, and with the Mobil International Oil Co., New York, 1960-62. From 1950 to 1952 he served in the Army.

Mr. Viets was born in Burlington, Vt., on November 10, 1930. He received a bachelor's from the University of Vermont in 1955.

He has won the Christian A. Herter Award from the American Foreign Service Association.

He is married to the former Marina Woroniecka. They have three daughters.

* * *

Mr. Dillon, a career Foreign Service officer, was deputy chief of mission in Kuala Lumpur, 1974-77, and Ankara, 1977-80, before he was assigned to Cairo last year. From 1971 to 1974 he was director of Turkish affairs in the Department.

He joined the Government in 1951 as a research analyst in the Department of Defense. Transferring to State, he joined the Foreign Service in 1956, and was assigned as consular officer in Puerto La Cruz. He later was detailed to Princeton, where he took economics courses. In 1959 he became an economic officer in the Bureau of Near Eastern and South Asian Affairs. Later that year, he was assigned to the Foreign Service Institute, where he took Turkish.

Mr. Dillon then became an economic officer in Izmir, serving from 1960 to 1962. He later was political officer in Ankara, 1962-66, and personnel officer in the Department, 1966-68. He then became special assistant to the under secretary for political affairs. In 1969 he was again assigned to the Foreign Service Institute for language training—this time in French. Completing his studies in 1970, he was assigned to the NATO Defense College in Rome. Mr. Dillon then served as deputy principal officer in Istanbul for a year.

Mr. Dillon was born in Chicago on January 7, 1929. He received a bachelor's from Duke in 1951. From 1947 to 1948 he was a corporal in the Army. He received the Department's Meritorious Honor Award, 1971, and Group Superior Honor Award, 1974. He is a member of the American Foreign Service Association, Diplomatic and Consular Officers, Retired, and Sigma Alpha Epsilon.

He is married to the former Caroline Sue Burch. They have four sons and one daughter.

* * *

Mr. Dillon

Mr. Palmer

Mr. Palmer began his Foreign Service career in 1957 as an intelligence research specialist. From 1959 to 1960 he took Indonesian language training at the Foreign Service Institute, then was assigned to Djakarta as economic officer. He later was economic officer in Kuala Lumpur, 1962-63; foreign affairs officer in the Department, 1963-64, and then staff assistant. From 1965 to 1967 he was on detail to what is now ICA, as cultural attaché in Copenhagen.

Mr. Palmer returned to the States in 1967 to become a faculty member at the U.S. Military Academy. After three years at West Point, he became an international relations officer in Washington. In 1971 Mr. Palmer was assigned as political officer in Manila. He later held assignments as deputy coordinator for human rights, 1975-76; ambassador to the Republic of Togo, 1976-78; director of Foreign Service career development and assignments, Bureau of Personnel, 1978-79; and, from 1979 until recently, deputy assistant secretary.

Born in Uniontown, Pa., on May 22, 1932, Mr. Palmer received a bachelor's from Howard in 1955, and a master's from the Johns Hopkins University School of Advanced International Studies in 1957. He won the Department's Meritorious Honor Award in 1965, and the Department of the Army's Certificate of Appreciation for Patriotic Civilian Service in 1969. He is a member of the American Foreign Service Association and the Council on Foreign Relations.

Mr. Palmer is married to the former Euna Scott; they have a son and a daughter.

* * *

Mr. Borg began his Government career as a Peace Corps volunteer in 1961, teaching English in the Philippines. He became a Foreign Service officer in 1965 and was assigned to Kuala Lumpur. From 1967 to 1970 he was on detail to AID, serving with Civil Operations and Revolutionary Development Support in Vietnam. He returned to Washington in 1970 and was appointed staff officer in the Department's Executive Secretariat. Then followed assignments as special assistant to the director general of the Foreign Service, 1972-74, and as special assistant to the Secretary, 1974-75. Mr. Borg then became principal officer in

Lubumbashi until 1978, when he was detailed to the Council on Foreign Relations in New York. After a year with the organization, he returned to Washington and was assigned to the African bureau.

Mr. Borg was born in Minneapolis on May 25, 1939. He received a bachelor's from Dartmouth in 1961, and a master's from Cornell in 1965. He won the Department's Superior Honor Award in 1978.

* * *

Mr. Borg

Mr. Browne

Mr. Browne was a member of the Reagan transition team and chairman of the Small Business Task Force from last October until January this year. He was appointed by then Governor Reagan as a member of California's first appeal board of the Occupational Safety and Health Administration, serving from 1972 to 1974.

During his educational and business career, he was dean of boys, history teacher and football coach, Delano High School, 1939-42; president and owner, McCoy Truck & Tire Co., Bakersfield, Calif., 1945-60; president and owner, Browne Cattle Co., Inc., 1950-70; president and owner of the Hartman Concrete Materials Co., 1950-70, of Bakersfield, and vice president and stockholder, Bakersfield Cattle Feeding Co., 1951-60.

Mr. Browne was born in Long Beach, Calif., on May 9, 1917. He received a bachelor's from the University of California at Los Angeles in 1938. He also took graduate studies at that university in 1938, and at the University of California, Berkeley, 1940-41. From 1943 to 1945 he was a lieutenant in the Navy. He is a member of the Pacific Union Club, San Francisco; Sutter Club, Sacramento; and the Stockdale Country Club and Petroleum Club, both of Bakersfield.

Mr. Browne is married to the former Mary Frances Ashby. They have two sons and a daughter.

* * *

Mr. Bray was deputy assistant secretary for public affairs, 1974-76, and deputy assistant secretary for inter-American affairs, 1976-77. Before that, he was spokesman for the Department and special assistant to the Secretary for press relations, 1971-73.

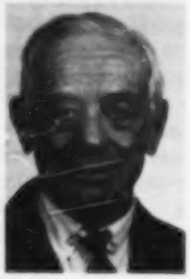
A career Foreign Service officer, Mr. Bray was first assigned in 1959 as an information specialist in the Bureau of East Asian and Pacific Affairs. He later was consular officer in Cebu, 1961-63; political officer in Bangui, 1963-65; and personnel officer in the Bureau of African Affairs, 1965-66. After a year's study of economics at the University of Maryland, he became special assistant to the under secretary for political affairs in 1967.

From 1968 to 1969 he took a leave of absence to become program director of the American Foreign Service Association in Washington. Mr. Bray returned to the Department in 1969 as deputy director of the Office of North African Affairs. The following year he became director of public affairs for the Bureau of African Affairs.

Born in New York on October 24, 1933, Mr. Bray received a bachelor's from Princeton in 1955. He also attended the University of Bordeaux, in France, 1955-56, and the University of Maryland, 1966-67. He served in the Army, 1956-58. He was adjunct lecturer at the Georgetown School of Foreign Service, 1973-74.

Mr. Bray won AID's Meritorious Honor Award in 1965. He is a member of the Council on Foreign Relations and the National Audubon Society. He is married to the former Eleanore Mauze. They have two sons and a daughter.

Mr. Bray



Mr. Strausz-Hupé

Mr. Strausz-Hupé, a political scientist and author, has served as ambassador to Sri Lanka and the Republic of Maldives, 1970-72; Belgium, 1972-74; and Sweden, 1974-76. He was the U.S. permanent representative on the council of NATO, at Brussels, 1976-77. Following his tour with NATO, he became diplomat-in-residence at the Foreign Policy Research Institute, and later was named a consultant to the institute.

During his academic career Mr. Strausz-Hupé was associate editor of Current History magazine, 1939-41; special lecturer at the University of Pennsylvania, 1940-46; associate professor of political science, 1946-52; and professor, 1952-70. Mr. Strausz-Hupé also served as editor of Orbis magazine, 1957-59; consultant, Abington Corp., Washington, 1978-81; guest professor at the University of Munich, winter semester, 1978-79 and 1979-80; guest professor at the University of Munster, winter semester, 1980-81; and consultant, Il Vocero de Puerto Rico, a newspaper, since 1980.

Mr. Strausz-Hupé is the author, or

Atomic post for Kennedy

President Reagan has announced his intention to nominate Under Secretary Richard T. Kennedy as the U.S. representative to the International Atomic Energy Agency in Vienna, with the rank of ambassador. Mr. Kennedy would continue in the Department's top management post. He served as commissioner of the U.S. Nuclear Regulatory Commission, 1975-80. □

co-author, of many books. He was born in Vienna on March 25, 1903, and became a naturalized U.S. citizen in 1938. He received a master's in 1945 and a doctorate in 1946—both from the University of Pennsylvania. Mr. Strausz-Hupé is married to the former Mayrose Ferreira. ☐

Ex-FSO is choice as legal chief

Davis Rowland Robinson, a former Foreign Service officer and a partner in the Washington law firm of Leva, Hawes, Symington, Martin & Oppenheimer, is the White House choice to be the new legal adviser of the Department.

Mr. Robinson

Mr. Robinson was in the Service from 1961 to 1969. His assignments included vice consul at Alexandria, 1962-64; vice consul at Amman, 1963 (followed by a leave of absence); attorney-adviser, Arms Control and Disarmament Agency, 1967-69; and staff assistant to the Secretary, 1969. He left State that year to become an associate with the New York law firm of Sullivan & Cromwell. From 1971 to 1975 he was an associate in the Washington firm, becoming a partner in the latter year.

He was born in New York on July 11, 1940. He received a bachelor's, magna cum laude, from Yale in 1961, and a degree, cum laude, from Harvard Law School in 1967. He won Phi Beta Kappa honors. He is a member of the bars of the U.S. Supreme Court, District of Columbia and New York. He also is a member of the American Society of International Law and the American and Federal Bar Associations. He has contributed to the American Journal of Internatinal Law.

Mr. Robinson is married to the former Suzanne Walker. They have two children. ☐

Habib leaves retirement, becomes envoy for Reagan

Veteran diplomat Philip C. Habib, who retired from the Department in February 1980, has been named President Reagan's personal representative to "consult with and seek the views of the leaders" of Lebanon, Syria, Saudi Arabia and Israel. At Mr. Reagan's request, Mr. Habib recently visited the Middle East to explore ways to reduce tensions resulting from the situation in Lebanon.

Mr. Habib

Mr. Habib, a career Foreign Service officer for 31 years, held many posts in the Department and overseas. From 1965 to 1967, he was political officer in Saigon, with the personal rank of minister. He was deputy assistant secretary for East Asian and Pacific Affairs, 1967-69; senior adviser to the U.S. delegation at the Paris meetings on Vietnam; ambassador to Korea, 1971-74; and assistant secretary of the East Asian bureau, 1974-76.

After a tour as under secretary for political affairs, he became diplomat-in-residence at Stanford. Returning to the Department in 1979, he was named special adviser to Secretary Vance, with specific responsibilities for U.S. policy in the Caribbean and Central America, southern Africa, the Middle East and Lebanon. He also was an adviser to the Secretary on affirmative action and on proposals for restructuring the Foreign Service. ☐

People at State

James Stromayer, a Foreign Service officer and U.S. coordinator for the UN Conference on New and Renewable Sources of Energy, has been accorded the personal rank of minister by President Reagan; the conference is schedulded for Nairobi, August 10-21. . . **John E. Manion** is the new director of the Foreign Currency Staff, Office of the Comptroller. . . . President Reagan has formally nominated **Joan M. Clark** as director general of the Foreign Service. Earlier, Secretary Haig appointed her to the position under the 1946 Foreign Service Act. The new Foreign Service Act requires Senate confirmation for this position. ☐

Jacob Javits named adviser to Haig

Secretary Haig has announced the appointment of former Senator Jacob K. Javits (R.-N.Y.) as his special adviser.

Mr. Javits

Mr. Javits was in the Senate from 1957 to 1980. He was the ranking minority member of the Foreign Relations Committee. Earlier, he was elected four times to the U.S. House of Representatives, beginning in 1946. In 1954 he was elected state attorney general. In World War II he served with the Army's Chemical Warfare Service.

Mr. Javits was born in Manhattan on May 18, 1904, and graduated from Columbia University Law School in 1926. He has received many honors, including the Congressional Distinguished Service Award of the American Political Science Association. ☐

Fischer: public affairs chief

President Reagan has announced his intention to nominate Dean E. Fischer, the Department's spokesman, as the new assistant secretary for public affairs. He would succeed William J. Dyess. ☐

Lujan heads ethics unit

An Office of Ethics has been established in the Office of the Legal

Adviser, with Foreign Service officer Jerry Lujan as its director. It will be the focal point for the filing of financial disclosure statements by high-ranking Department employees, as provided in the Ethics in Government Act of 1978. ☐

Gen. Rowny is Reagan's choice for arms talks

President Reagan has announced his intention to nominate retired Lieut. Gen. Edward L. Rowny to be special representative for arms control and disarmament negotiations. He would serve as the chief negotiator and head of the U.S. delegation for arms control talks, and hold the rank of ambassador while serving in this capacity.

Mr. Rowny

During his long military career in Liberia, Italy, Japan, Korea, France, Vietnam, Germany and the United States, Gen. Rowny held many top assignments. In 1971 he was the deputy chairman, NATO Military Committee, Brussels.

He was the Joint Chiefs of Staff representative for the Strategic Arms Limitation Talks (SALT), 1973-79. He retired from the Army in June 1979. He is currently a fellow at the Wilson Center, Smithsonian Institution. ☐

5 serve on delegation at UNESCO headquarters

William G. Harley, president emeritus of the National Association of Educational Broadcasters and chairman of the Peabody awards board, was the U.S. representative to the first meeting of the intergovernmental council of the International Program for the Development of Communication. It was held at UNESCO headquarters in Paris, June 15-22.

Advising Mr. Harley and also serving on the U.S. delegation were Martin Jacobs, deputy director, Office of UNESCO Affairs, State; T. Elkin Taylor, chargé d'affaires, U.S. mission to UNESCO, Paris; Howard Hardy, culture/communications attaché, also of the mission; and Joseph P. Rawley, co-publisher and general manager, High Point, N.C., Enterprise. ☐

Warnock named to State's top labor post

John Warnock, a Foreign Service officer, is the new special assistant to the Secretary and coordinator of international labor affairs. Joining the Service in 1960, following his military service, he has held assignments in Washington, Salzburg, Vienna, Munich, Hong Kong and Monrovia.

Mr. Warnock

During the past 15 years Mr. Warnock has specialized in labor affairs. He has served as labor attaché in Copenhagen; executive secretary of the Foreign Service Grievance Board; labor counselor in Paris; and deputy coordinator for international labor affairs.

Mr. Warnock was born in 1934 and was educated in the United States, Germany and the United Kingdom. He holds a master's in economics from Edinburgh University, and is a graduate of the Harvard Trade Union Program. He is married and has two daughters. ☐

Bank appointments

Wilson E. Schmidt, professor of economics at Virginia Polytechnic Institute, is the White House choice to be the U.S. executive director of the International Bank for Reconstruction and Development. In addition, President Reagan has announced his intention to nominate John A. Bohn Jr., a California banker and lawyer, as U.S. director of the Asian Development Bank. ☐

J. Deason: support officer, Family Liaison Office

Joan Dunkel Deason is the new support services officer in the Department's Family Liaison Office. She succeeds Ginny Taylor, former evacuation officer, who has moved up to deputy director of the office.

Mrs. Deason

In her 15 years as a Foreign Service wife, Mrs. Deason has been active in community service, women's groups, scouting, education, and in her former field of medical technology. She is interested in the problems of transient students and has spent several years counseling and tutoring in remedial reading and math. Since 1967 she has lived in Africa, Europe and the Middle East. After returning from Jidda in 1980, where she worked in a Saudi military hospital, she joined the staff of the Business Council for International Understanding, as a lecturer in cross-cultural communication.

In her new position Mrs. Deason will assist evacuees who are "safe-havened" in Washington and will counsel families who elect to take separate maintenance allowances when they are unable to accompany their spouses overseas. She also will be responsible for expanding the continuing education and external degree programs for employees and dependents serving overseas. Many colleges and universities offer correspondence courses leading to degrees; Mrs. Deason will counsel family members and also maintain a library of catalogues and other relative information. In addition, she will lecture on the importance of individual preparation for evacuations and separations, in the "Coping With Violence" course at the Foreign Service Institute.

Mrs. Deason is the wife of Foreign Service officer Robert G. Deason and the mother of two teenagers. ■

Honors and Awards

Ms. Jannuzzi

Brenda C. Jannuzzi is 'Secretary of the Year'

Brenda C. Jannuzzi, Embassy San Salvador, has won the Secretary of the Year Award for 1980. She will receive $2,000 and a certificate signed by Secretary Haig. Ms. Jannuzzi was cited for her "superb performance under exceptionally difficult conditions," her professional skills, and her "unfailingly helpful and cheerful attitude." She was picked from eight candidates.

The selection panel chose two secretaries for special recognition as runners-up—Jo Ann Kosh, Embassy Bissau, and Marijayne Miller, Embassy Beijing. The other nominees were Marilyn E. Burlison, Embassy Mexico; Barbara S. Greenwood, Embassy Dakar; Frances T. Kendrick, Consul General Lahore; Joy L. Pohl, Embassy Niamey; and Sylvester Satcher, Embassy Khartoum.

Ms. Jannuzzi was secretary in the political section from February 1979 to February 1981. In nominating her for the award, political officer William H. Hallman wrote: "The years of Ms. Jannuzzi's service in San Salvador could hardly have been more hazardous or difficult. El Salvador has been at the brink of civil war since mid-1979. The embassy building was threatened by mobs and attacked by rockets. . .Her courage and cheerfulness in these circumstances were as great as the impressive professional skills she brought to her work. . .In a situation of recurrent crisis, she came through it as everyone's friend, the organizer of community activities. . .In addition to doing all the secretarial work of the three officers of the section, Ms. Jannuzzi drafted diplomatic notes and cables within her particular areas of interest and expertise . . .When our files were reduced to a bare minimum, her encyclopedia memory became a major resource of our office. . ."

Samuel R. Gammon, executive assistant in the Office of the Under Secretary for Management, was chairman of the selection panel. It included Jeanne B. Witte, chief, secretarial counseling, Bureau of Personnel, and Lynwood Eaton, deputy director, Office of Recruitment, Examination and Employment. □

Ms. Kosh

Ms. Miller

At Dunn Award ceremony, from left: *Mr. Wilkinson; Mary August Armour Dunn,* widow of the late ambassador; Under Secretary *Richard T. Kennedy; Mrs. Vincent Astor.*

M. J. Wilkinson wins $5,000 Dunn Award

M. James Wilkinson, political counselor at Embassy Bangkok, is the first winner of the $5,000 James Clement Dunn Award, to be given annually to the Foreign Service officer in Class FO-1 (formerly FSO-3) "whose record of leadership, intellectual skills, managerial ability and personal qualities most fully exemplifies the standards of excellence desired of Foreign Service officers."

The award was established with the assistance of Mrs. Vincent Astor, president of the Vincent Astor Foundation, and her son, Anthony D. Marshall, foundation vice president and former U.S. ambassador to four countries. The foundation gave the Department $100,000 last year to endow the award. It is named in honor of the late Ambassador Dunn, whose career in the Foreign Service spanned 37 years. He retired in 1956 with the rank of career ambassador—highest in the Service.

Mr. Wilkinson was cited both for his performance in Thailand and his work there as acting deputy chief of mission at various periods. He is regarded as one of the best Thai-language officers in the Service, with a "rich understanding of the Thai political scene." He also is considered an expert on Soviet affairs. He has served as administrative officer in Moscow and as deputy director for exchanges in the Department's Office of Soviet Union Affairs.

In nominating him for the award, the embassy noted that Mr. Wilkinson "has been here during an eventful time. Throughout his stay, the embassy has had to grapple with the operational and policy issues generated by war, dislocation and famine in Cambodia and by a large influx of Indochinese refugees into Thailand. . .Through his intimate knowledge of Thai society and political behavior, his intellectual abilities and his writing and leadership skills, Mr. Wilkinson has been importantly responsible for our ability to meet our complex and heavy responsibilities in a manner which, we understand, has won Washington's wide acclaim. . ."

Mr. Wilkinson joined the foreign Service in 1962. In addition to Bangkok, he has served in Washington, Canberra, Munich, Songhia, Thailand and Moscow. □

Watzman, historical office win 'Blue Pencil' awards

Sanford Watzman, editor of STATE, has won the National Association of Government Communicators' "Blue Pencil Award" for feature stories. The citation was voted for Mr. Watzman in recognition of a 21-page series of articles entitled "Life in the Foreign Service," appearing in the January 1980 issue. The series stemmed from visits by him to five "hardship" posts—Vientiane, Dacca, Kiev, Bamako and Caracas. He took some of the photographs that accompanied the articles.

Mr. Watzman

The Department of State's Office of the Historian shared in another first prize that was conferred in the technical books category. This was for the 1,184-page volume entitled "The United States and Russia: The Beginnings of Relations, 1765-1815," published last year by the Government Printing Office. The General Services Administration's National Archives and Records Service was the agency that shared the award. The book was prepared under the direction of a joint Soviet-American editorial board. The Kennan Institute for Advanced Russian Studies was one of the sponsoring institutions. ■

SYDNEY—Consul general *Herbert E. Horowitz* presents Meritorious Service Awards to, from left, *Helen Mason-Johnson, Christine Stephenson* and *Khatoun Sarafian.*

Bring those extra books to the Bookfair bins

Now is the time to clean out those extra books and bring them to the bookbins located around the Department. You will be earning yourself a tax deduction, and contributing to a Foreign Service child's education.

The Association of American Foreign Service Women is seeking donations also of records, stamps and art items for its 21st annual "Bookfair with an International Flair," which will take place October 17-24. The organization will accept almost any clean, undamaged book, including paperbacks and hardbacks, fiction, nonfiction, textbooks and books written in foreign languages. Particularly wanted this year are children's books, rare collector's editions, and books on foreign affairs, government and political science. Maps, stamps, records, paintings, prints, posters, small art objects and exotica from around the world are welcome, too.

Bookbins are in Main State at the D Street and the 21st Street entrances, and at the basement elevators. They are also in the main lobbies of the State Department annexes and at 1776 Pennsylvania Avenue. For special pickups and information, call the Bookroom, 223-5796, between 10 a.m. and 3 p.m., Monday through Friday.

For all donations, a receipt will be given on request. Since its inception in 1960, Bookfair has provided approximately $380,000 for scholarships. □

News Highlights

Open Forum speakers are scheduled

Speakers scheduled to appear in July at the Secretary's Open Forum were to include David S. Patterson of the Office of the Historian, July 1, "The Department of State and Arms Control: An Historical Perspective"; Richard T. Davies, former ambassador to Poland, July 8, "The Polish Revolution: The First Year"; Mary McGrory, Washington Star columnist, July 15; Roderick MacFarquhar, Woodrow Wilson Center for Scholars, July 22, "Why Are Moscow and Peking Still at Odds?"

The Open Forum's Annual Leadership Lunch was held at the Foreign Service Club, June 16. Paul Wolfowitz, director of the Policy Planning Staff, welcomed the new Open Forum chairman Eileen Heaphy, and vice chairman Sanford Watzman.

Arnaud de Borchgrave*, right, co-author of best-selling novel "The Spike," addresses Open Forum. With him is chairman *George Dragnich*. *(Photo by Glenn Hall, Visual Services)

Speakers in June included Ambassadors Nobuhiko Ushiba and Robert Ingersoll and other members of the Japan-U.S. Economic Relations Group; Arnaud de Borchgrave, Georgetown University Center for Strategic and International Studies, "KGB Disinformation: How Effective?"; Captain Jacques Cousteau on global ocean issues; and M. Peter McPherson, AID administrator.

Speakers in May included Edward Korry, former ambassador to Chile, "Morality and the Foreign Policy Corps: Loyalty to State, Service or Self?"; and Sir Max Beloff, Oxford University, "Two Years of the Thatcher Government." □

Forms must be submitted for parking fee refunds

Parking fees paid by federal employees on U.S. property since November 1, 1979, may be refunded, according to the General Services Administration. The fees were suspended indefinitely by a March 3 U.S. District Court order, which resulted from a lawsuit brought by the American Federation of Government Employees and the National Treasury Employees Union.

On May 7, the court approved an agreement between the Government and the plaintiffs that would allow for a reimbursement of fees unless the March 3 decision is overturned by appeal.

Those qualified for a refund should submit a claim to the administrative office that collected their parking fees. The forms must be forwarded to the General Services Administration by July 17. They are available in administrative offices.

If the Government prevails on appeal, payment of back fees may be requested. In this case, parking fees may increase significantly on October 1. □

Lehigh U. is seeking part-time teachers

The chairman of the international relations department at Pennsylvania's Lehigh University says he would welcome inquiries from retired Foreign Service officers about contract lectureships in African and Latin American studies. Those interested should have had "extensive field and Department experience, ideally supplemented by academic work, broad familiarity with the published literature, exceptional intellectual and analytical skills and a natural enthusiasm for learning and teaching."

Since the positions are part-time, applicants would require supplemental income. Resumes should be sent to Michael Hodges, at the university, Bethlehem, Pa. 18015. □

Map Library has moved

The Map Library has moved from Room 6845 to the rear of the main Library, in Room 3239. Available there for official purposes are retention copies of a wide variety of maps of foreign areas, including road maps, city plans and general reference maps. ■

Your Colleagues

IT'S IMPOSSIBLE to keep a low profile if you happen to be working as a secretary in the Bureau of International Organization Affairs. You might, in fact (the ultimate indignity), find yourself typing your own award presentation. These photos by *David M. Humphrey* of *Visual Services* show what can happen to secretaries who try to bury themselves in their work and become invisible.

For having "The Prettiest Legs," *Clare Reynolds* is awarded a pair of woolen socks.

For being the secretary who can handle on-the-job headaches, *Mary Wilson* gets a jar of Tylenol. *Irene Shope* is sympathetic.

For being "The Fastest Typist," *Betty Johnson* wins a stopwatch.

Joan Utterback holds up scissors she won for being "The Sharpest Secretary."

Joyce Wentz is awarded a globe for being "The Most Intellectual." Personnel officer *Patricia Lebeau* is impressed.

Audrey Dix receives candy bar for being "The Sweetest Secretary."

FERENCE ROOM
NO SMOKING

Assistant Secretary *Elliott Abrams*, with secretaries (from left), *Carol Landis, Karen Smith, Carol Mills.*

Dale Dougherty holds up the magic slate she was awarded for being "The Best Stenographer." Onlookers, from left: *DeLois McCain, Denise Vitola, Jane Stich, Irene Shope.*

Barbara Rhian receives plant as a prize—for being the secretary with "The Most Growth Potential." Her colleagues, from left: *Cheryl Easley, Gloria Williams, Susan Scheets.*

Joy Sullivan wins a magnifying glass for being "The Best Timekeeper."

Pamela M. Stratton, director of administrative affairs, enjoys the show.

Jane Stich is awarded a pillow for being "The Busiest Duty Secretary."

Carol Mills gets compass for being "The Most Organized." *Joan Utterback* is her witness. ■

And in Sri Lanka. . .

COLOMBO—A luncheon was held at the Calle Face Hotel to celebrate International Secretaries Week. Ambassador *Donald R. Toussaint* is in center.

Book Review

How 30 from State were said to shape our Soviet policy

Hugh De Santis, Department employee, wins award for study

BY MARTHA C. MAUTNER

The reviewer, a specialist in Eastern European affairs, has been with the Department since 1945. She is deputy director of the Soviet and Eastern European office of the Bureau of Intelligence and Research.

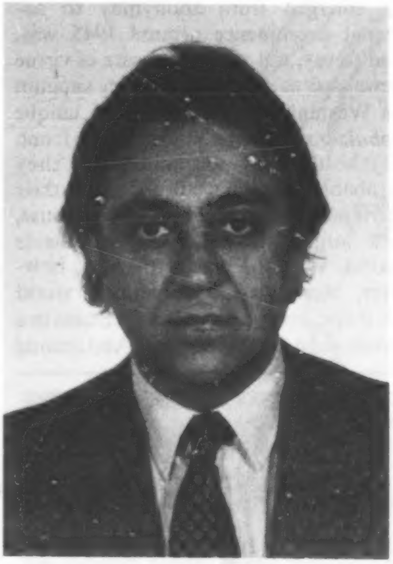
DE SANTIS, Hugh. *The diplomacy of silence: The American Foreign Service, the Soviet Union, and the Cold War, 1933-1947.* Chicago and London, University of Chicago Press, 1980. 270p.

"DIPLOMACY OF SILENCE" received the 1980 award of the Society for Historians of American Foreign Policy for the best first book that year on international relations. It is a first in another sense as well—the volume charts the careers of 30 key Foreign Service officers to assess the role they played in shaping American policy toward the USSR and Eastern Europe in the 1940s. It concludes they influenced the policy process significantly but, because of personal biases and ingrained Service attitudes, "misdirected" it into the Cold War.

Ms. Mautner

The career tracks of those now-legendary members of the corps make fascinating reading today. Even more fascinating is measuring their reporting against the verdicts of history and hindsight. Part of what they wrote clearly did filter through into the national consciousness. But was their role the one "Diplomacy of Silence" claims to see? Survivors of the era are entitled to some serious doubts on that score.

Certainly the revisionist wave of history writing alerted old- (and not so old-) timers to how different their experiences and motives could look when reconstructed years later from the archives. Missing from the records has always been that backdrop of inner-office and interagency compromises, the unspoken political pressures, subtle weights of personality or rank—all the intangible constraints and detours of working-within-the-system which never make it into the files. An outsider, even if appreciative of those factors, can hardly do more than scratch the surface in later years, especially on issues as arcane as those affecting Eastern Europe and the Soviet Union.



Mr. De Santis

The author of this particular study, Hugh De Santis, is now a valued colleague in the Bureau of Intelligence and Research, where currently he is getting an immersion in foreign affairs from the inside—as an analyst in the Western European office. No doubt about it, he did a tremendous job ferreting out source material. Foreign Service officers will find "Diplomacy of Silence" enjoyable reading, if only for the Service vignettes sprinkled throughout. Old-timers are guaranteed a good case of nostalgia. Nonetheless, anyone who has been around since the Creation, like this reviewer, will find a whole dimension missing from the picture, and it is this omission which forces me to part company with Mr. De Santis when it comes to the historical verdict.

By way of example: the book mentions FDR's penchant for conducting his own foreign policy and consistently bypassing his Secretary of State, but really never weighs the consequences of years of such treatment on the functioning of the State Department. It notes the preeminence of the military and military considerations in Washington during the war and immediate postwars years, but fails to address the immense influence of that factor in shaping contemporary Foreign Service reporting, policy recommendations or Departmental instructions to the field.

Nor does there seem to be an awareness that individual dispatches or cables need not reflect the full "perceptions" of a signer and/or drafter—that drafters may be producing on order, or signers shaping their arguments to the requirements of a specific instruction or audience; that an unanticipated turn of events, new insights into the inscrutable Kremlin, or simply objectivity can alter the cast of an officer's reporting without ever altering his basic attitudes. Similarly, language used in a public speech often differs markedly from that of an in-house document, yet both still can be in keeping with one policy line. In short, here is a case where the historian combed the records thoroughly and carefully tabulated what he found, but old hands will have trouble reconciling the reconstruction with what they remember happening.

Of course, it all boils down to a matter of perceptions. Just as the diplomats under scrutiny can be fairly critiqued as "socially and culturally conditioned to a particular view of the world," so can researchers who write about them. Mr. De Santis sees his subjects as "honorable, well-intentioned men" but, unfortunately, of an elite whose perceptions were subconsciously colored by "ingrained cultural values and beliefs, by historical memories". which "narrowed their vision of Soviet objectives" in the postwar years. (He is right. Long exposure to Soviet reality has a way of affecting vision.) No need here to interject that only parts of their "vision" made it into the postwar policy consensus anyway. Rather, the remarkable thing was that those diplomats finally got a hearing at all after years of being ignored, and could actually make a direct contribution at the national level.

The pre-war corps was admittedly an elite service, far more socially selected and homogenous than today's. They were definitely more at home with the upper crust than with the working class. But to highlight that fact is to downgrade the equally valid one that the strata of American society interested in foreign affairs in their day was a decidedly narrow one. That most old-school diplomats should stem from it and reflect its attitudes was hardly surprising. Besides, it was also their only audience—certainly Capitol Hill and the administration in office attached little importance to what was going on in Eastern Europe. (In the case of the USSR, a German diplomat recently wrote of envying the time his pre-war American counterparts had for analysis and reflection. His embassy was swamped with work while they had little official business to conduct.)

Today's Foreign Service may be more heterogeneous, yet its reporting similarly reflects the values of the society which spawned it. That society is, however, far broader and more diverse, just as is the audience to whom the reporting is directed. Not only is the Department itself larger, but public interest in foreign affairs now cuts across all U.S. social strata. Administration officials, unlike Mr. Roosevelt, cannot afford to overlook the assessments of their experts in international affairs. (Nor can the media.) In that sense, today's officers make a more direct contribution to the formulation of national policy than their predecessors ever did.

Be that as it may, the fact that certain Foreign Service officers suddenly emerged from anonymity to national prominence around 1945 was, sad to say, not so much a case of virtue rewarded as of having a policy vacuum in Washington coincide with a unique *tabula rasa* on the international front. Without that coincidence, they probably would have rounded out their careers traditionally, honored in-house, but largely unknown to the outside world. With the end of the war, however, there was a whole new world to shape, and only the United States in a position to do the shaping. And among the few with firsthand experience, a grasp of the complexities, and years of work on the problems, were the heretofore anonymous diplomats. They were literate; they could analyze and recommend and, for once, someone outside the Department was prepared to listen.

Mr. Bohlen

Mr. Lane

A. Schoenfeld

R. Schoenfeld

The public aura which came to envelop Kennan, Bohlen, Elbridge Dubrow, Arthur Bliss Lane, Maynard Barnes, the Schoenfelds, Rudolf and Arthur, et al, was surely soul-satisfying after all those years of crying in the wilderness. The whole Service basked in reflected glory. But the aura probably lasted longer than the reality of direct influence on national perceptions. By the 1950s, the Service was already slipping back into obscurity, as far as the public was concerned. Every junior officer still aspired to play Kennan, but there was no longer a *tabula rasa* on which to work. Policy lines were set and moving with inertial force and, meanwhile, the universities had begun to spew out competing international experts by the thousands.

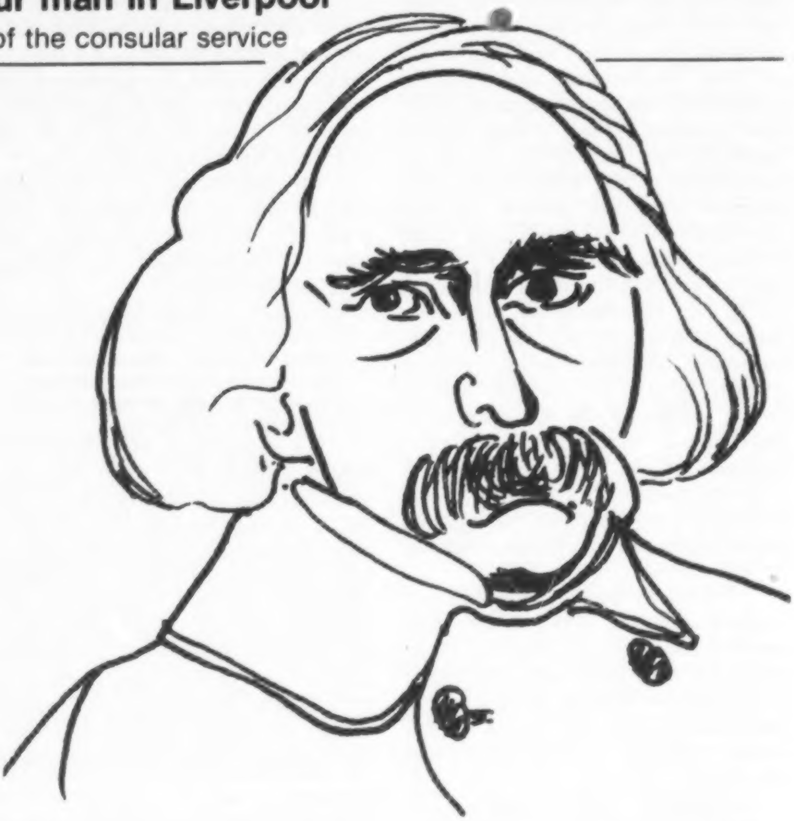
But popular mythology perpetuated the legends, and the temptation to debunk legends is always strong. The 30 diplomats scrutinized here all had their weaknesses. Everyone who knew them will testify they were very human. Yet there were strengths as well. Some were thinkers, others doers. There were those who excelled in analysis, yet failed when it came to prescriptions. The best of the policy-paper drafters were often poor negotiators, while someone incapable of plotting a policy line might be superb implementing it at the negotiating table or in the field. Original thinkers regularly came to grief unless they appreciated the fine art of bureaucratic infighting, and few did. Those who knew how to maneuver with Congress or political factions were even fewer.

The strength of the Service lay in its ability to meld those different types into a more or less coherent whole, exploiting the strengths while submerging the weaknesses. It performed as it was expected to perform in those days, largely cocooned from political Washington except for personal ties and relationships forged in the social origins of the "ruling elite." If certain Foreign Service officers could nevertheless step into the breach, and into history, when it suddenly became necessary to cope with a brave new world, it was because they could do what they had been trained all along to do; the only difference was they now had an audience. To fault them for "misdirecting" policy because of attitudinal biases is a bit much. It ignores the whole ambiance in which they operated, and judges them on the basis of perceptions dating 30 years after the fact. Theirs was a highly creditable performance in the context of the times. And to anyone who remembers the era, it still looks pretty damned good today, all things considered. ■

Bicentennial Year

Nathaniel Hawthorne: Our man in Liverpool

The literary giant as a member of the consular service



BY WILLIAM SOMMERS

The author of this historical sketch is a labor relations specialist in AID's Office of Personnel Management. He has contributed poetry to the Foreign Service Journal and to this magazine, among others, and has published three books of verse. The sketches accompanying this article are by his wife, Joan Sommers.

Mr. Sommers

WHEN FRANKLIN PIERCE gained the presidency in 1853, one of his first acts was to nominate an old school chum, Nathaniel Hawthorne, as the American consul in Liverpool. Mr. Pierce and Mr. Hawthorne had been close friends since their undergraduate days at Bowdoin, a friendship that continued until Mr. Hawthorne's death in 1864. Though the nomination had the air of the "old-boy network," Hawthorne had earned it. Early in Mr Pierce's campaign, Mr. Hawthorne was asked to do the standard campaign biography. Laying aside the pen that had lately raised his literary stature (though not his fortune)—"The Scarlet Letter" and "The House of the Seven Gables"—Mr. Hawthorne took up the political quill and wrote a laudatory, somewhat embarrassing, piece on Mr. Pierce. He also pushed for Mr. Pierce's election among his Concord literary friends and enlisted the support of his Boston publishers.

Yet Mr. Hawthorne's nomination was not without precedent. Thomas Jefferson had appointed Philip Freneau ("Poet of the Revolution") as the Department's first French translator, while James Madison, in 1811, sent Joel Barlow ("Hasty Pudding") to France as chief negotiator on a tricky commercial treaty. President Tyler continued the custom in 1842 when he appointed Washington Irving ("The Alhambra") as minister to Spain.

For Mr. Hawthorne, however, the immediate goal was a steady, healthy income. Though at the pinnacle of his literary powers, his books were not moving. The murky air of Old Salem did not sell, and there were neither movie rights, Redbook serialization nor paperback reprints to insure a future income. His literary efforts barely kept food on the table and the cold New England winter from the door. But the Liverpool appointment was the most lucrative of the available overseas assignments. The consul's salary came from a set percentage of fees collected at the port, and Liverpool was *the* main entry for American ships servicing England. Mr. Hawthorne viewed the Liverpool consulate as his lease on financial independence. What it was to cost him in soul-searchings and the wear and tear of the daily grind was yet to be reckoned.

During his four-year stint in Liverpool, Mr. Hawthorne abandoned the writing of fiction that had made him famous. But he kept a meticulous journal of English goings-on, compiling a 300,000 word tome that was eventually published as "The English Notebook." At the same time, his consular activities emerged in a stream of letters, dispatches and reports which filled some 700 pages in the consulate files. A review of these papers shows Mr. Hawthorne's fascination (often negative) with the job and reveals a modernity that makes him kin with anyone who has served overseas.

When the Senate confirmed his nomination on March 26, Mr. Hawthorne set out for Washington where, like most novice entrants to the Department, he received an "orientation" of sorts. He lunched with President Pierce and discussed consular affairs with Secretary of State William Marcy, whom he was later to title, somewhat irreverently, as "Old Lord Massey." He avoided whatever passed for the equivalent of the English area study program and no doubt, if tested, received an S4/R4 language proficiency rating. Mr. Hawthorne did manage to secure control of the vacated subconsulate at Manchester, adding another $1,000 to his per annum receipts. While all this was going on in Washington, his unliberated wife, Sophia, was hard at work back in Concord, packing the household goods, arranging for transatlantic passage and preparing the three Hawthorne children for life abroad.

The family left Boston by the ship Niagara on July 7, 1853 and, with good weather and tolerable food, arrived in Liverpool three weeks later. On August 1 Mr. Hawthorne made his first visit to the consular office; his description is a classic example of undiluted culture shock:

> The consulate. . .was. . .a shabby and smoke-stained edifice four stories high. A narrow and ill-lighted staircase gave access to an equally narrow and ill-lighted passageway on the first floor. The staircase and passageway were often thronged, of a morning, with a set of beggarly and piratical looking scoundrels. . .purporting to belong to our mercantile marine. . . the scum of every maritime nation on earth.[1]

Nor did the interior assuage his fears. Undoubtedly the embassy GSO [general services office] people shunned the Liverpool office, for Mr. Hawthorne was chagrined to find that his working quarters had all the charm of "an old fashioned American barber's shop."[2]

Mr. Hawthorne never did accommodate fully to the delights of Liverpool, and his description might well have set the standard for "hardship post" determination:

> Liverpool is a most detestable place as a residence that ever my lot was cast in—smoky, noisy, dirty, pestilential; and the consulate is situated in the most detestable part of the city. The streets swarm with beggars by day and by night.[3]

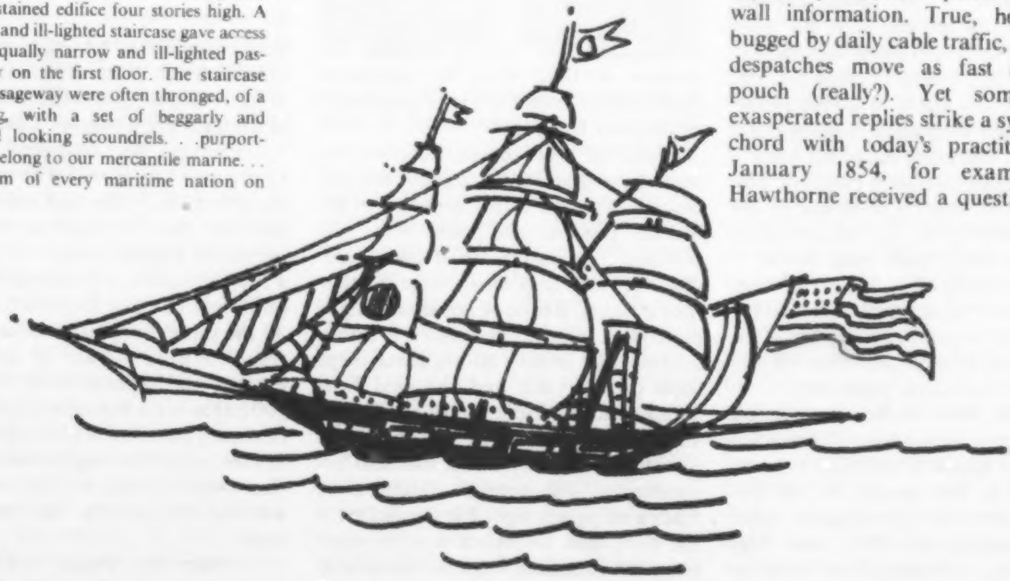
No sooner had Mr. Hawthorne settled himself into these less-than-plush offices (Jack Anderson take note!) when he was hit with a Department circular asking for an assessment of the consular staff and a detailed justification of their numbers, while hinting at an upcoming RIF [reduction-in-force]. His evaluation, succinct and to the point, could serve as a model of fairness and candor, virtues not always present in today's more complicated evaluation system.

"I have three persons in my office," he began,

> the head clerk, or vice consul. . .a second clerk and a messenger who does some writing. They are all honest and capable men, and do their duty to perfection. No American would take either of these places for twice the sums they receive; and no American without some months practice could undertake the duty.[4]

Mr. Hawthorne ranked them, noting that if a RIF were absolutely necessary, he would prefer to "displace the vice consul (rather) than the second clerk, who does a great amount of labor, and has a remarkable variety of talent." The vice consul, Mr. Hawthorne opined, "though perfect in his own track [cone?] is nothing outside of it." But Mr. Hawthorne, like many of his successors since, did not want a RIF. "I will not part with either of these men unless compelled to do so; and I don't think Old Lord Massey (Secretary of State William Marcy) can compel me."[5] And, of course, as he was the confidant of the President and a close friend of the powerful Senator Sumner of Massachusetts, his statement was not an idle boast.

Mr. Hawthorne, like his modern counterparts, struggled with Washington's persistent requests for off-the-wall information. True, he was not bugged by daily cable traffic, nor did the despatches move as fast as today's pouch (really?). Yet some of his exasperated replies strike a sympathetic chord with today's practitioners. In January 1854, for example, Mr. Hawthorne received a question on the



origin of "Sea Island Cotton." He replied that, although he had shown the query to a number of manufacturers and merchants, "I am unable to find anyone who can read or understand it."[6]

Still, the fault was not that of the Department alone. A casual tardiness was sometimes a deliberate course when the work load became exhausting. In October 1853 the Department dispatched a long, involved and complicated series of 98 questions, ranging from shipping costs to navigational information to the registration of American shipping in Liverpool. Nine months later, in July 1854, Mr. Hawthorne bundled off his reply, which filled 107 pages of laboriously-formed script backed by 6 pages of references and 49 pages of charts and tables. While there is no record that he had to soak his hand in epsom salts for a week, his covering letter is a marvel. Couching it in the roundabout phrasing of a famous prose style, Mr. Hawthorne begged to note that "it was my earnest desire to convey to you such information as should be reliable and calculated to be really servicable to the United States." Thus he ignored Washington's urgent time limits "rather than give the sanction of an official signature to hasty and inaccurate statements."[7] If Mr. Hawthorne were still around, he might have encapsulated his frustration with an excuse limited to four words: garbage in, garbage out!

For most of his tour in Liverpool, Mr. Hawthorne served under James Buchanan, minister to the Royal Court. In fact, Mr. Buchanan used the post to advance his political fortunes, and became Mr. Pierce's successor in the presidency. The relationship between the minister and the consul was distant but not disagreeable, although Mr. Buchanan avoided thorny issues and backed his subordinate only as far as it seemed politically prudent to do so. When Mr. Hawthorne railed against the gross excesses of the cruel justice meted out to ordinary seamen aboard American merchant ships, Mr. Buchanan preserved a sideline silence, leaving Mr. Hawthorne in single combat. And, understandably, the presence of a famous literary figure on his immediate staff, who was wined and dined by the English literary crowd, made Mr. Buchanan a trifle testy. At one literary soirée to which Mr. Buchanan had been invited, the after-dinner discussion came round to a public letter written by the Queen and encased in an effusion of purple prose. Mr. Buchanan put Mr. Hawthorne on the spot by asking in a loud voice for the latter's opinion on the letter. Mr. Hawthorne demurred, saying it showed a nice sensibility. But Mr. Buchanan was not to be put off. "No," he retorted, "what do you think of the *style*?" Dear Nathaniel, pushed to the wall, unfurled his heavy brow and, in a measured voice, replied: "The Queen has a perfect right to do what she pleases with her *own* English."[8]

But the whole issue of U.S. maritime policy hung like a grey, dismal cloud over the four years of Mr. Hawthorne's assignment. He was involved repeatedly with cases where beatings, maimings, kidnappings and legalized murder were the rule, and where the shipmasters, despite all his efforts, were nearly untouchable as arbiters of life or death aboard ship. Page after page of Mr. Hawthorne's consular despatches are filled with the documented mistreatment for which justice would never be rendered. He attempted time and again to "blow the whistle" on this practice which, he warned, would eventually cause a severe disruption in Anglo-U.S. relations.

Part of the problem lay in the harsh conditions aboard ship and the brutal recruitment practices; part arose from the inadequacy of American maritime law in dealing with murderous shipmasters. In a letter to Senator Sumner, Mr. Hawthorne complained bitterly that "matters are really in a very terrible state between shipmasters and seamen."[9] To another friend, he wrote that "there is nothing in this world so much like hell as the interior of an American ship."[10] But, for the most part, his do-good efforts ended only in piling on more trouble for himself. When Mr. Buchanan became president, and while Mr. Hawthorne waited longingly for his successor to be appointed, the issue of American seamen broke into open debate in Parliament, when Lord John Russell attacked the U.S. Government, accusing it of negligence. The new Secretary of State, General Lewis Cass, hardly an Anglophile, responded sharply to Lord Russell, arguing that the abuses were greatly exaggerated, that American laws were adequate to deal with the problem and that England, with her continuing impressment policies, was hardly in a position to point the finger. Though Secretary Cass may have been expressing the opinion of many Americans, he had deliberately pulled the rug from under Mr. Hawthorne, who had argued exactly the opposite. The latter found that the Secretary's reply exhibited a "perfectly astounding ignorance of the subject."[11] Mr. Hawthorne felt greatly aggrieved and, since there was no "negotiated grievance procedure" available at the time, he wrote directly to the Secretary. Noting that he was unfamiliar with any existing laws that gave him the power to act, a point Secretary Cass had stressed, Mr. Hawthorne posed a choice:

> If I have possessed the power to punish these offenses, and, whether through sluggishness, or fear, or favor, have failed to exercise it, then I am guilty of a great crime, which ought to be visited...with its evil consequences. . .If I am innocent—if I have done my utmost, as an executive officer, under a defective law, to the defects of which I have repeatedly called the attention of my superiors—then unquestionably, the Secretary has wronged me by a suggestion pointing so directly at myself.[12]

But Mr. Cass was no dummy. A long experience in the diplomatic corps instructed him to avoid a confrontation. The reply was delayed for months. When it did come, the letter was skilifully designed to say nothing, but say it well. If Mr. Hawthorne wanted to go public, there was little of substance to reveal. On the one outstanding moral issue to which Mr. Hawthorne had hitched his puritan wagon, he received only the bitter pill of defeat.

By this time Mr. Hawthorne's diplomatic career had run its course.

His may have been the first documented case of Foreign Service "burn out," for he wrote that

> I am so sick and weary of this office that I should hardly regret it if they were to abolish it altogether. What with brutal shipmasters, drunken sailors, vagrant Yankees, mad people, sick people and dead people (for just now I have to attend to removal of the bones of a man who had been dead these twenty years) it is full of damnable annoyances.[13]

And he had not long to wait. Beverly Tucker arrived in Liverpool on September 9, 1857, and assumed the duties of consul on October 12. Mr. Hawthorne's final dispatch was dated December 31, 1857, enumerating his last draw for salary and expenses.

With uncanny insight, Mr. Hawthorne, still nursing his resentment over the reduction in consular salaries which Congress had legislated in 1856, commented that his successor would, in order to survive, have to be "a rich man or a rogue."[14] Mr. Tucker was not rich, but he apparently bent every effort to reap his reward. According to an audit report published in 1861, Mr. Tucker spent "all the funds he could reach" and engaged in a course of "plunder and profligacy unequalled in consular history." The report's only consolation came in the announcement that "this plunderer no longer graces the Government abroad."[15]

Had Mr. Hawthorne known the result of his prediction, he might have been able to add one more ironic story to his "Twice Told Tales."

---

[1] *Byers, John (ed.), Consular dispatches of Nathaniel Hawthorne*, Essex Institute historical collection, Vol. CXIII, October 1977, p. 242.

[2] Ibid., p. 243.

[3] Ibid., p. 246.

[4] Ibid., p. 245-6.

[5] Ibid., p. 246.

[6] Ibid., p. 256.

[7] Ibid., p. 260.

[8] Mellow, James R., *Nathaniel Hawthorne in his times*, Houghton-Mifflin, Boston, 1980, p. 452.

[9] Ibid., p. 434.

[10] Ibid., p. 445.

[11] Ibid., p. 474.

[12] Ibid., p. 475.

[13] Dispatches, op. cit., p. 247.

[14] Ibid., p. 247.

[15] Barnes, Wm. & Morgan, John H., *Foreign Service of the United States*, U.S. Department of State, Washington, 1961, p. 124. ■

Library services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

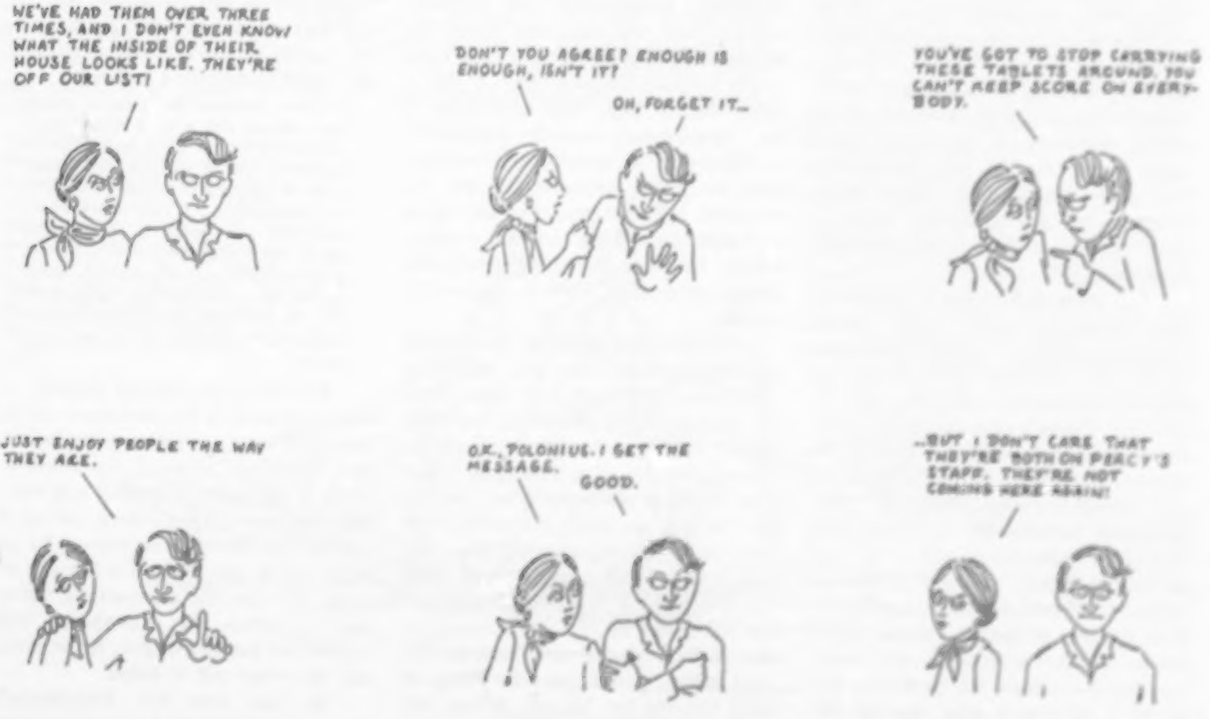
—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

—Daily newspapers (back issues on microfilm)


WE'VE HAD THEM OVER THREE TIMES, AND I DON'T EVEN KNOW WHAT THE INSIDE OF THEIR HOUSE LOOKS LIKE. THEY'RE OFF OUR LIST!
DON'T YOU AGREE? ENOUGH IS ENOUGH, ISN'T IT?
OH, FORGET IT...
YOU'VE GOT TO STOP CARRYING THESE TABLETS AROUND. YOU CAN'T KEEP SCORE ON EVERYBODY.
JUST ENJOY PEOPLE THE WAY THEY ARE.
O.K., POLONIUS. I GET THE MESSAGE.
GOOD.
...BUT I DON'T CARE THAT THEY'RE BOTH ON PERCY'S STAFF. THEY'RE NOT COMING HERE AGAIN!

—Drawing and dialogue by *Cathy Carlson, Tunis*

American Diplomacy 1781

A delicate tender thing

July 1781

By Jan Herman

The republic is five years old. In camp near Williamsburg, Va., General Lafayette's troops celebrate the Fourth of July. The following day at Green Spring Farm, not far away, General Anthony Wayne's Pennsylvanians stumble into a British ambush and lose 139 men killed, wounded and missing. With Lafayette's help, Wayne breaks contact with the enemy, and the Americans lick their wounds. Lord Cornwallis, it seems, is still a wily and tough adversary.

But something new is in the wind. Lafayette receives a letter from General Washington relating that the northern army has joined forces with Rochambeau for the purpose of attacking New York City. "I shall shortly have occasion to communicate matters of great importance to you." Those matters he speaks of concern an abrupt change in war strategy. The plan is simple, but one that Washington agonized over for weeks. Rochambeau has finally convinced him that New York cannot be taken. The real chance for victory is in Virginia, but the key to that victory is sea supremacy.

From his flagship Ville de Paris, anchored in Santo Domingo harbor, Admiral de Grasse writes to his countrymen serving with Washington's forces. "His Majesty has entrusted me with the command of the naval force destined for. . .North America. The force which I command is sufficient to fulfill the offensive plans. . .of the Allied powers to. . .secure an honorable peace . . .It will not be until the 15th of July, at the soonest, that I shall be on the coast of North America."

De Grasse orders his lieutenants to make immediate preparations to sail for Chesapeake Bay. The risk of losing the Indies to the British is worth the gamble. A golden opportunity to drive England from North America must not be lost.

The Fourth of July is a working day for Robert Morris, the United States' superintendent of finance. Congress appointed him back in February in an effort to make order out of a national economic system that had seen nothing but the chaos of devalued currency, loss of foreign credit and bankruptcy. Morris, a successful banker, is well equipped to handle the job. Acting with the authority of an economic czar, he inaugurates a four-part recovery program. The states must forthwith contribute their share to the federal treasury to help finance the war. Another loan from France must be secured. Henceforth, vigorous controls will be placed on spending. All debts of the nation must be funded and paid. To Morris, credit is what Benjamin Franklin called it, "a delicate tender thing, capable of being blasted with a breath."

This Independence Day, Morris writes to John Jay in Madrid, begging him to redouble efforts to obtain a Spanish loan. And Morris speaks not of a paltry sum, not one that would incur the "weight of obligation without deriving from it any real benefit. . ."

The superintendent also considers the possibility of a Portuguese loan. On the 9th he writes to Congress: "That kingdom has heretofore felt and acknowledged the benefits it derived from our commerce, which may hereafter be more extensive, unfettered with British restraints, and consequently of greater advantage."

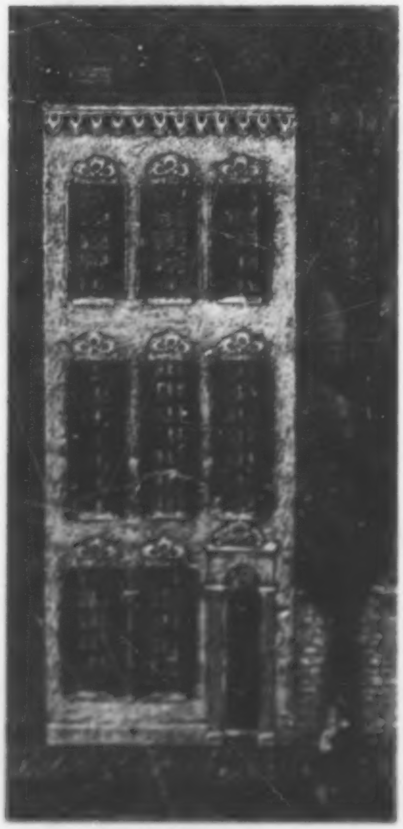
(One of a series)

On the 17th he writes the governor of Havana, seeking aid from that quarter. He has Congress appoint an agent for "the port of Havanah and Island of Cuba." The emptiness of the U.S. treasury is reflected in Morris' comment to Robert Smith, the new agent. "You will not find any salary annexed to your appointment, for this plain reason—we can not afford any."

Still struggling to obtain a 10-million-livre French loan, Franklin responds to Morris' appointment on the 26th. ". . .the business you have undertaken is of so complex a nature, and must engross so much of your time and attention, as necessarily to injure your private interests; and the public is often niggardly even of its thanks, while you are sure of being censured by malevolent critics and bug writers, who will abuse you while you are serving them and wound your character in nameless pamphlets; thereby resembling those little dirty insects that attack us only in the dark, disturb our repose, molesting and wounding us, while our sweat and blood are contributing to their subsistence." Franklin speaks from personal experience. ●

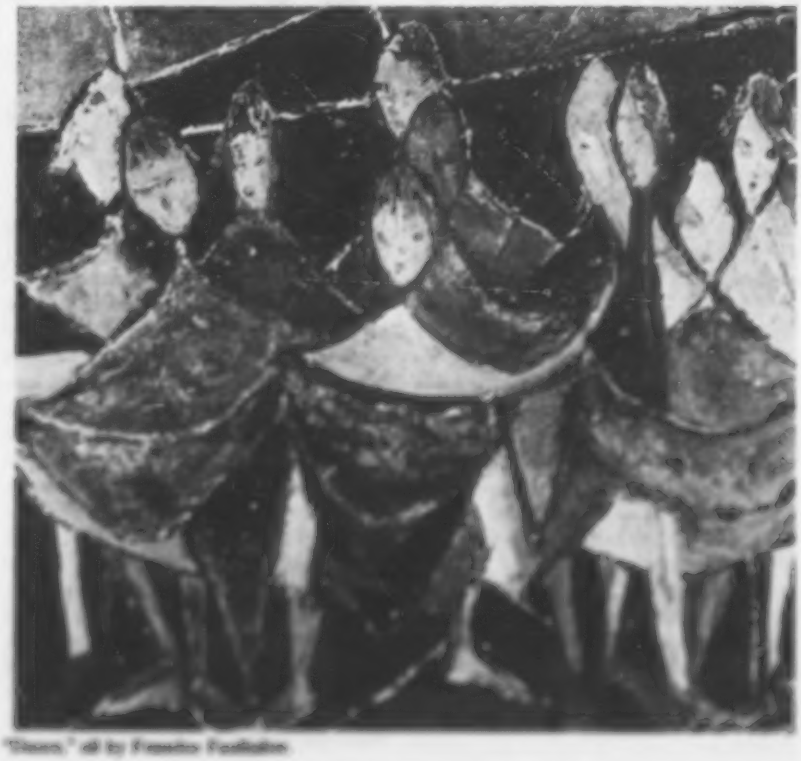
Art at State

To HELP CELEBRATE the Department's bicentennial, the Association of American Foreign Service Women is sponsoring an art show featuring the works of 22 of their number. It will run through August 10 in the Exhibition Hall at State. Representations of the works are shown here. *(Photos by David Humphrey and Robert Kaiser, Visual Services)*

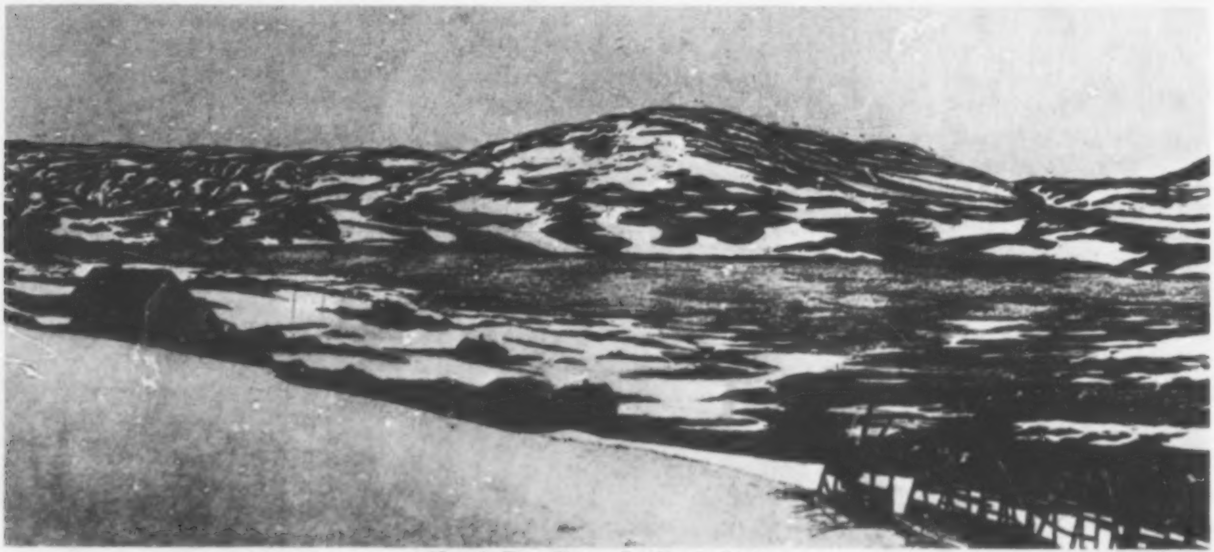


"Foggy Bottom," mixed media by Patricia [illegible]

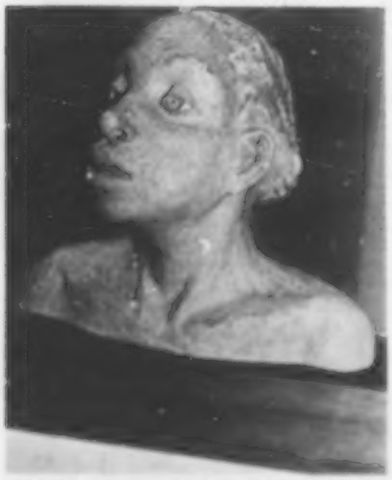
At opening of art show, from left: ***Mrs. Walter J. Stoessel Jr.*****, director general** ***Joan Clark*****, president** ***Patricia Ryan*****,** ***Mrs. Richard T. Kennedy*****.**



"Sisters," oil by [illegible]

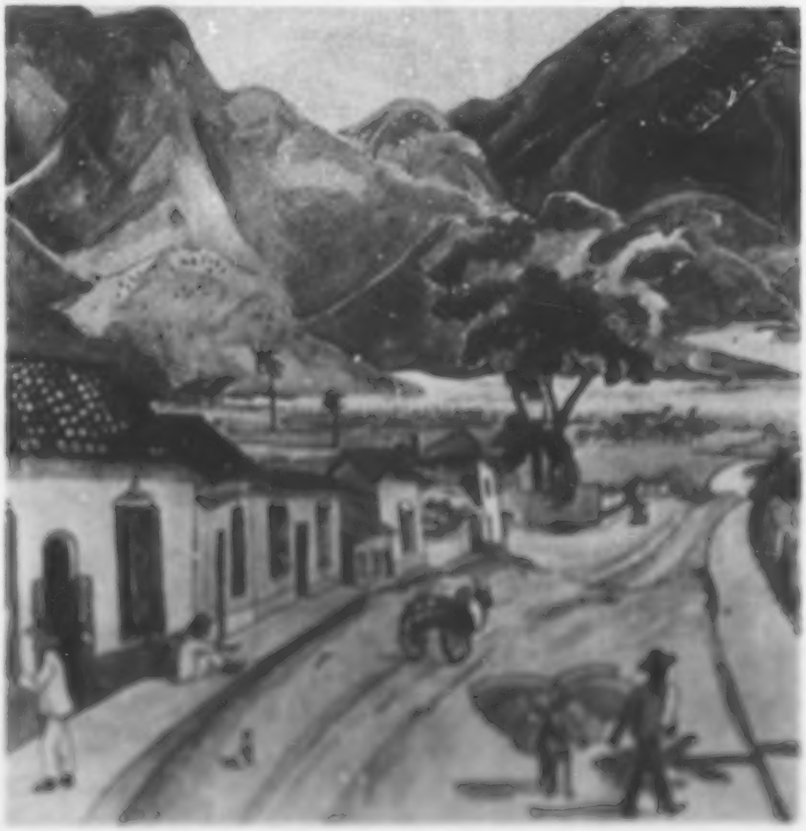


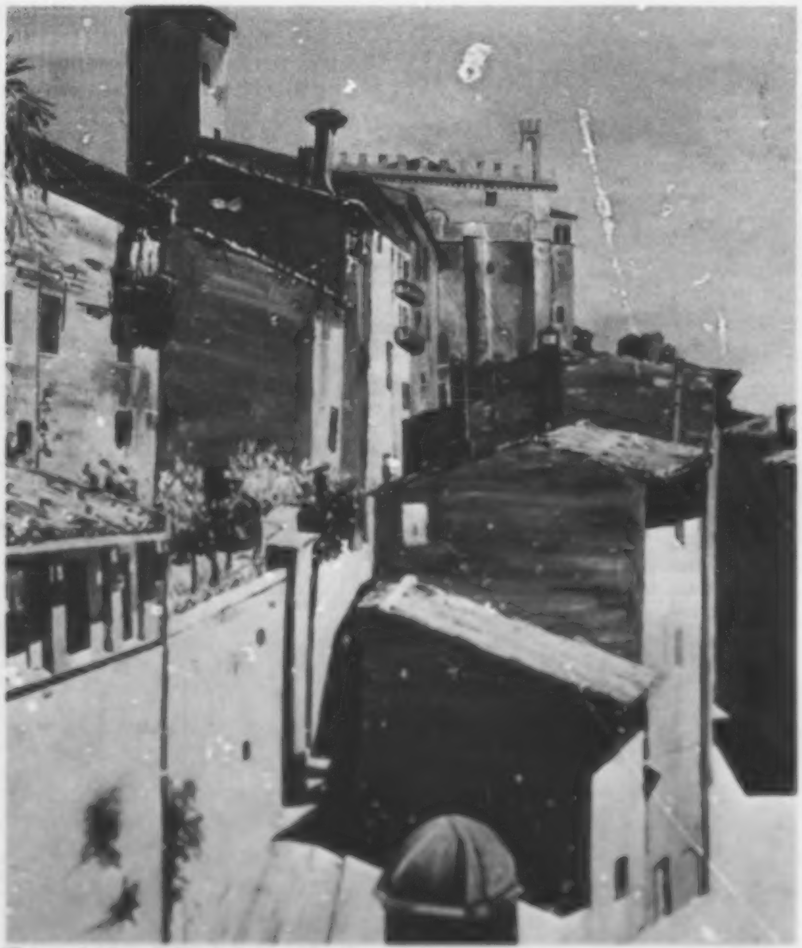
"June in Finse, Norway," etching by Lindsay Makepeace.



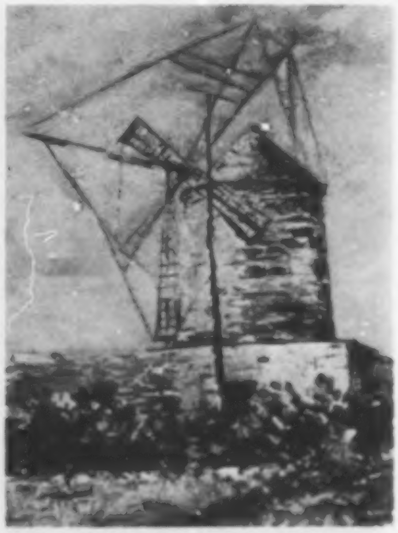
"Endlessness," terra cotta bust on wooden base by Liliane Eisenberg.

"Caracas 1942," watercolor by Betty [illegible].

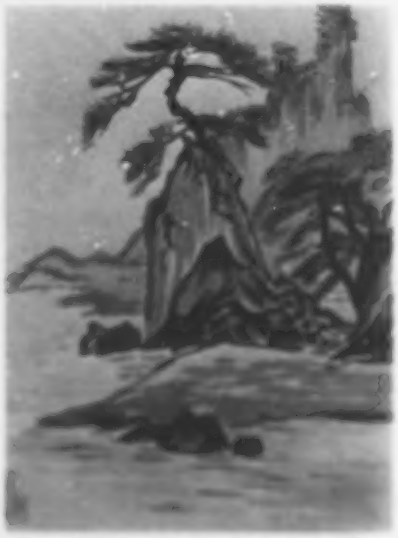




"Palazzo dei Consoli, Gubbio," oil painting by Helen Weir Parke.

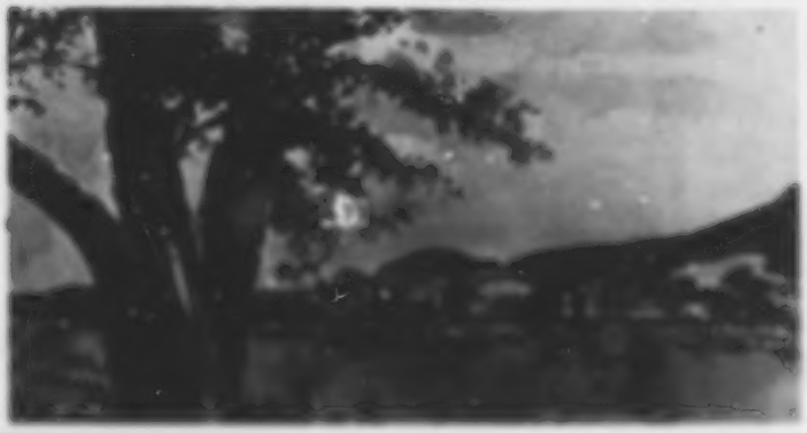


"Windmill, Malta," oil by Penne Laingen.



"Lone Pine," sumi oriental brush by Clo Euler. ■

"The Rhine at Bad Godesberg," watercolor by Adele Porter.



Former Colleagues

He goes straight to the 'soul'

Retiree's photos are acclaimed in Spain

BY GREGORY LAGANA

The author, a cultural affairs officer, is director of the Madrid Cultural Center.

THANKS TO an exceptional eye, retired Foreign Service officer Lee McCarthy has established a second career for himself as an artist in Spain. He can "see" the soul of a country, or of a house, or of a door. This has brought him critical and popular acclaim. Many have tried his style of photography, but few have achieved such results.

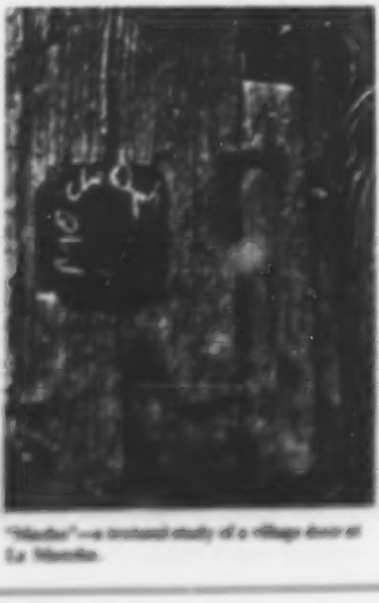
Mr. McCarhy retired in 1971 and, after four years in Germany, settled with his wife on Spain's Costa del Sol. They chose the area, he says, because of the climate and because the cost of living was low. "The climate hasn't changed," he says, "but the economic reasons for being here are no longer quite so convincing." He had had no intention of making a career out of what for years had been his major hobby, but several artists in his adopted community of Almunecar encouraged him after seeing his work.

Mr. McCarhy developed his skills during his years in the Foreign Service, which include assignments as a political officer in Rome (1951-54) and Athens (1959-61, regional labor officer in Dakar (1962-6), chief of the political section in Port-au-Prince (1966-69), and chief of the economic section in Bucharest (1969-71). "I got my first decent camera as a gift in 1951," he recalls, "and I first started to take pictures that evoked the interest of people other than myself in the late '50s." His first recognition came in the State-USIA recreation association contest of 1961, in which he won first prize and an honorable mention.

Since that time, his style has evolved from [illegible] traditional to its current, study abstract form. "My interest is primarily in producing abstract art with camera," he says. "My approach is based on the conviction that abstract art is all around us if only we look for it."

***Lee McCarthy* with some of his abstract photographs. (All his works are in color.)**

After a few shows near his home in Andalucia, Mr. McCarthy exhibited at the American Cultural Center in Madrid last January. Spanish critic Francisco J. Sanchez, reviewing that show in the magazine Critica de Arte, called Mr. McCarthy "a photographer of exquisite taste and a veritable painter whose media are a simple 35-mm. camera and a macro lens."

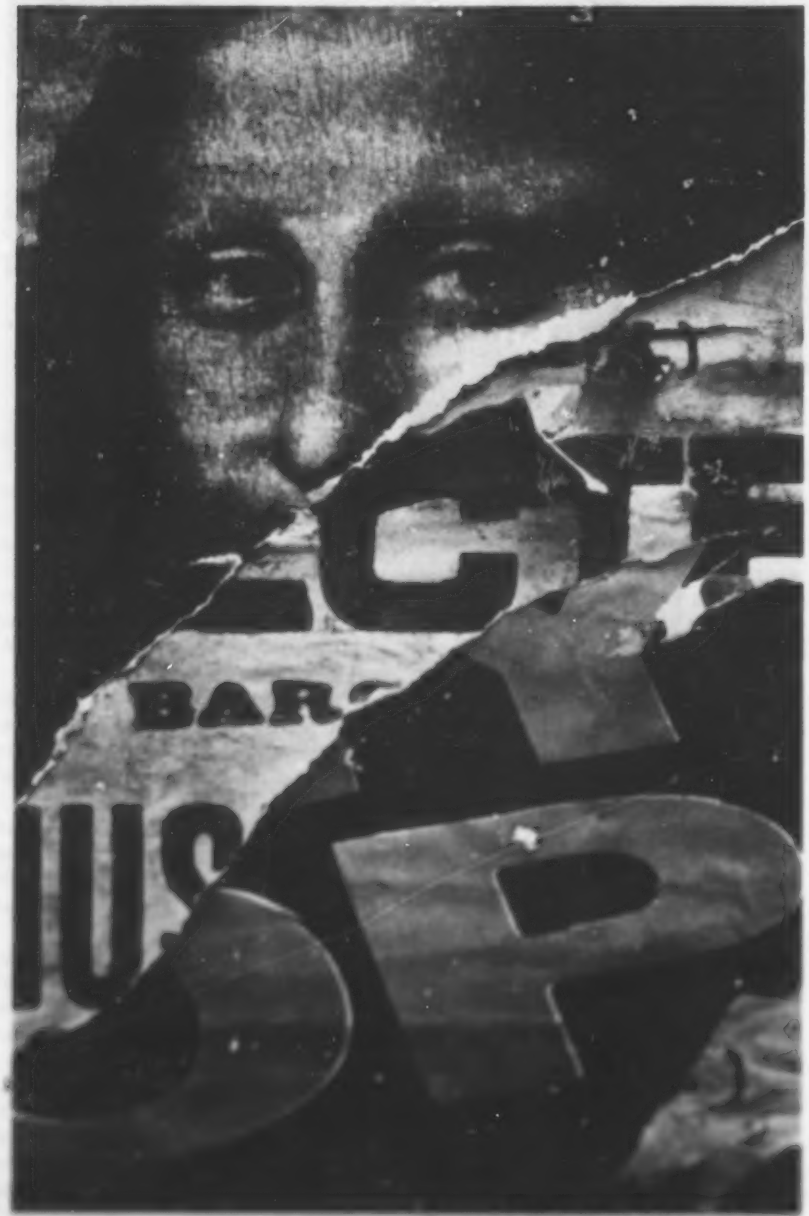


"[illegible]"—*a textured study of a village door at La Mancha.*

In a country where photography as an art form is much less accepted than in other Western nations (there are no photo galleries in Madrid, a city of 4,000,000), Mr. McCarthy's work still has garnered praise. He relies on his eye for composition, sense of whimsy, and attention to detail. He is said to be producing something totally new in Spain.

"His method: observation," notes critic Sanchez. "His result: abstract compositions. Abstractions that are the result of isolating certain aspects of reality."

Mr. McCarthy finds the inspiration for his photography (all in color) on walls where commercial and political posters are mounted one upon the other, torn apart to create a natural collage. Any item—a signpost, a waste can, a stoplight—can become an element in his composition. One photograph of an exterior wall emerges as a polar landscape as seen through Mr. McCarthy's eye and lens; the words viva yo sprayed in a hurried scrawl on a bright yellow mailbox, suddenly look like the intentional design of a madcap artist. Cracked, peeling boat surfaces yield a gentle kaleidoscope of subtle color, and a painter friend's worktable takes on the appearance of a swatch of Houston as seen from space.



"Leonardo's Gift"—a study of mutilated advertising posters in Madrid.

Mr. McCarthy also works with the figurative. His sensitivity to light and composition imbue these works with perhaps an even more evocative quality. As a girl in a bright red sweater rides her bicycle down an empty white-hot Andalusian street, it seems that she is the only one who has ventured out after lunch. Red yarn and knitting needles left outside in a chair on another bright Granada day boldly betray the old woman who only moments before may have decided to get a hat to shade her eyes, a drink to cool her throat, or a radio to keep her company.

"Electoral Idyll"—a mutilated political campaign poster in the province of Seville.

Lee McCarthy is scheduled to show his work in Barcelona's Binational Center in October. He also hopes, with the assistance of ICA in Spain, to take his exhibit of "Las Paredes de Espana-y Otras Cosas" ("The Walls of Spain and Other Things") to other cities in Spain.

"McCarthy accepts the challenge of a difficult medium which concedes nothing," concludes Sanchez, "and knows how to surprise us with this Spain of ours. . . All becomes poetry. Everything around us is poetry if only we make an effort to look for it and, seeing it, are inspired and delight in it." ●

Foreign Service Buildings

Legation in Tangier is a U.S. National Historic Site

It's the only site not in the U.S. to have this honor

BY BEN DIXON

The author is a former consul general in Tangier. James Bullock, the branch public affairs officer there, contributed some of the information for this article.

Mr. Dixon

EIGHT SCORE YEARS AGO the United States acquired its first diplomatic property. Located in Tangier, Morocco, and given by the sultan to the U.S. Government for use by its consul, this building has now been recognized as the oldest diplomatic property continuously owned and operated by the U.S. Government. In 1981, the bicentennial year of the Department of State, the building has been admitted to the Department of Interior's exclusive fraternity of National Historic Sites. It is likely to be the only American diplomatic property to be entered on the National Register of Historic Places for some time to come. The acquisition of property abroad did not become a practice until much later in our national life.

This venerable aristocrat of buildings was already in existence in 1821. The sultan, seeking to solve several questions at that time, not the least of which was to avoid the question of foreign ownership of land in Morocco, gave it, in effect, in perpetuity for the use of the United States. This was done so the U.S. consul could have a residence in Tangier, then the diplomatic capital of Morocco. At that time, the property consisted of a stone house with some outbuildings, probably a stable and such. Over the years it expanded into a large complex of buildings containing approximately 40 rooms which range around two courtyards—one to the north, and the other to the south of what is now known as Zankat America (America Street), as well as over the street itself. This expansion reflected the growth of our relationship with Morocco over the 100 years which followed the building's acquisition.

A view of the great courtyard.

Moroccan-American relations began with the de facto recognition of the emerging United States in 1777 by the then sultan, Sidi Moulay Suliman. In those early times American representation in Morocco was accomplished primarily by visits, sometimes extended ones. Our first treaty of peace and friendship was arranged by Thomas Jefferson in Paris and John Adams in London, through Thomas Barclay in Morocco; it was concluded in 1786. Shortly after that, our consuls began to spend more time in Tangier, though much time still was spent in Gibraltar and other European locations. It was not until 1797 that our representation had become permanently established at Tangier, a fact underwritten by the gift of the building.

In those times, gifts played a very important role in the conduct of international relations. The building witnessed a number of problems arising from gifts. One of the early complaints of the consuls was that the gifts to be presented to the sultan were inadequate. Subsequent consuls complained of finding the residence clogged with stores of cloth and other materials not having been considered suitable for presentation to the sultan. One consul, Thomas N. Carr, tried unsuccessfully to refuse a gift from the sultan consisting of lions and other animals—because of the cost of feeding them while awaiting authorization for transportation to Washington.

Only the threat of the sultan's representative to turn the animals loose in the street in front of the building led the consul to acquiesce in the gift. The new treaty of peace and friendship of 1836, still in effect today, was negotiated by vice consul John Mullowny at Meknes because consul James R. Leib did not wish to go to the sultan's court without appropriate gifts.

View of courtyard created by Minister Maxwell Blake in the 1920s. The fountain, more than two centuries old, was found by Mr. Blake in an old building in Fes.

There were continuing additions to the building between 1840 and 1890, when outbuildings were replaced by other construction more useful to the purposes of the mission. A three-story house adjoining the building was acquired and incorporated into the growing complex. The land opposite the original building was purchased, and the latter then was extended across the street at the second-floor level, leaving the street unencumbered. Meanwhile, the mission had been raised to a legation. Its minister in the early 1920s, Maxwell Blake, made important and definitive improvements to its complex. With the help of an architect and a builder—not to speak of some funds from the U.S. Government—Mr. Blake, using principally his own funds, rebuilt the buildings, adding the necessary linkage to tie them into a comprehensive whole. A traditional Moorish house was built on the side of the north courtyard whose ceilings, doors, window and many integral parts were antiques acquired from some of the ancient Moroccan cities, principally Fes.

After World War II, during which the complexity of U.S. activities at Tangier had brought about the displacement of many of the legation's operations to temporary quarters outside, the mission once again resumed its normal diplomatic functions. It also helped with the conduct of the free city, and coped with the problems presented by the growing pressures for Moroccan independence. When Morocco regained its independence in 1956, however, the diplomatic capital was moved to Rabat, followed by the U.S. diplomatic mission. The new building and compound, which had been completed in the upper part of Tangier to serve as an embassy, became a consulate general. Gradually, an Arabic language training school was established at the legation building, followed by the refurnishing of the Moorish house and the third floor of the main building as transient quarters. With the transfer of the language center, the Peace Corps used the legation building as a training school until 1975.

Learning that the legation building had been emptied, many friends of the legation who had served in Morocco concerted with the Department of State and ICA to resuscitate this historic landmark. They established a museum of Moroccan-American relations that provided for certain educational activities. Accordingly, the Tangier American Legation Museum Society was formed as a public nonprofit corporation in the District of Columbia to carry out these ends. It leased the legation from State's Foreign Buildings Office, and has administered it since that time.

The refurbishment of the legation became a U.S. bicentennial project for the consulate general at Tangier. During the winter of 1975-76, every available hand at the consulate was sent to the legation to help plaster and paint and make repairs. Volunteers from the embassy in Rabat came up on weekends, and cash donations from individuals and groups began coming in to help. The Department, ICA and the society collaborated on a U.S. bicentennial exhibition at the legation buildings, aquatints, rare maps and books, as well as a collection of the principal ducted on a phase of American-Moroccan relations, World War II to Moroccan independence in 1956. Many other projects have been carried out at the legation, which now has a fine collection of paintings, etchings, engravings, aquatints, rare maps and books, as well as a collection of the principal papers dealing with Moroccan-American diplomatic relations.

With the help of State's Office of Foreign Buildings, ICA and persons who have made contributions to the society, the legation has been restored to the design which Maxwell Blake used in the early 1920s. The legation can be viewed in prospect only from Zankat America because the remainder of the buildings are backed up to adjoining property in the Moorish fashion. Located just inside the southeast border of the ancient walled city, or medina, the legation sits atop the hill overlooking the port. Climbing a few steps from the port road, after making a small jog on Zankat America, the legation comes into view in a lovely prospect of balconies overhanging the narrow street—defined at the other end by the wing crossing the street carrying the emblem of the American legation high above the masonry arches supporting the building over the street.

Entrances to both sides of the building are located in these arches. To the right are old offices which have been transformed into exhibition rooms in a U-shaped pattern surrounding the lovely north courtyard containing an old Fasi fountain bordered by cedars. At the east end of that court stands the Moorish house which Mr. Blake so thoughtfully built with fine Moroccan antique materials and appointments. Over the office structures is a large terrace ending on the north, with a loggia containing three Moorish columns and a staircase leading into the courtyard below. Entering at the left from the street arches there is a reception area backed by another courtyard, with staircases leading into the principal sections of the legation. One staircase leads to the original building, which contains, among other things, a small drawing room with an antique carved marble mantle of French origin. Its walls are bordered with plaster moldings which define the well-proportioned room. Other similarly proportioned rooms in that structure are used for displays. Another staircase leads to the house incorporated into the structure, which contains the principal reception rooms for receiving and dining, including the large room which extends over the street below. Offices and service rooms are dispersed throughout. The third floor of this structure was used as the private apartment of the minister and his family. The fourth floor was primarily servants quarters, and is fronted by a rooftop terrace which overlooks the Straits of Gibraltar. Another residence added to the east side of the complex is a long, narrow, traditional Moorish house—open through the center to the roof which, it is hoped, will one day become the library. On its fourth floor is a glassed-in area which once served as a communications post for the Office of Strategic Services during World War II.

The legation's listing in the National Register of Historic Places resulted from a request made by the Office of Foreign Buildings, with the support of the society. Inclusion of the legation in this register is unique in that this is the only site outside the United States and its territories (although it falls under U.S. special territorial jurisdiction) to have this honor. Today, the future of the legation is bright. Robert S. Shea, a consultant of the society, is resident at the legation, directing its activities and providing for its visitors (there are an estimated 100,000 Americans who visit the consular district yearly). The society is eager to increase its membership throughout the Foreign Service. Membership is $10 a year, and its address is 3282 N Street N.W., Washington, D.C. 20007. Robert Anderson, former ambassador to Morocco, is president of the society. ■

Three sides of the legation building as seen on Zankat America.

Post of the Month: Brussels

HERE'S a triple-header—three posts in one at Brussels, capital of Belgium. The posts where our fellow Americans work are the U.S. embassy and our missions to the European Communities and to NATO. This is another in STATE'S continuing series on our people overseas. Most of the Brussels photos are by *Lee Conner*.

William A. Weingarten, economic section.

Communicator *Robert Bright* with his family at the Gran Place.

Ambassador to NATO *W. Tapley Bennett Jr.*, left, and deputy chief of mission *Maynard W. Glitman*, center, receive Department of Defense Medal for Distinguished Public Service, from Defense adviser *Laurence J. Legere*.

Keith Turley dishes it out at Marine House party.

Yvonne Wesly and *Timmy Nayathan* (in background) exercise in kindergarten class at Brussels American School.

Larry D. Russell, counselor for administrative affairs, tees off as his deputy, *Kenneth J. Robinson*, watches.

Secretary *Janey Elwell*, with Marine security guards *Gary Lund* and *Betty Joe (B.J.) Rankin*, center.

Secretaries *Ellen Morrissey*, left, and *Marthe Potter* shop with their Belgian friend, *Lisette Claes*, right, at the Sunday outdoor Gare du Midi market.

Eric Connolly, telephone installer and repair technician, is the disc jockey for "Western Night."

Regional security officer *Clark Dittmar*, at a luncheon in his honor, shortly before his transfer back to Washington.

Jill Songer, a secretary at the U.S. mission to the European Communities, at her scuba diving class. Her husband, *Lee Conner*, is a veteran diver.

Jack G. Aubert, economic section, assumes research posture.

Sandra Busby, political section, and her husband, *Jack*, head of the Community Liaison Office. Mr. Busby was the first and only male to hold such a post.

At the word processing center are, from left, Elfride Landragin, procurement officer James Kreitinger Jr., Jean Dubrouyan, housing officer Sharon Lessard and general services officer Robert Carr.

Outside Holy Trinity Anglican Episcopal Church, with Rev. Ted Berkeath, are Bill Pomponios, economic section, with his wife, Tracy Houghton Crabbe (left), and two sons, Francois (front), left, and Jean-Pierre, right.

Assistant agriculture attaché Dale L. Good ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q. WASHINGTON

Despite their arguments to the contrary, shouldn't I continue to encourage my children to avoid sun-worshipping activities this summer?

A.

Absolutely. Repeated assaults on the skin by harmful ultraviolet light is a great danger, whether as homage to the ancient sun or the neighborhood suntanning salon. Light rays cause premature aging and wrinkling of the skin, and they can cause skin cancer. The skin is sorely damaged by solar radiation, whether its source is natural sunlight or sunlight bulbs. The frequency of three of the most common types of skin cancers is higher on sun-exposed parts of the body, face, neck and hands. Clearly, the more solar irradiation a person gets, the higher the chances are of having a skin cancer develop sometime in the future, even though it may not show up until the individual is in the fourth or fifth decade of life.

Q. AFRICA

What material is used for caps and crowns these days? I know I don't see much gold anymore!

A.

Our dental consultants tell me that gold is still the premier material for crowns. However, it is seldom noticed in patients today, because most anterior crowns are made of or are faced by a cosmetically pleasing material such as porcelain or acrylic. Combination crowns of porcelain bonded to gold, or acrylic to gold, are most common in areas where gold alone would be unsightly. Much experimentation is being done with metals, especially stainless steel, as gold crown alternates or substitutes. It is likely that gold eventually will be replaced as the prime metallic material for crowns. It will be rare indeed in tomorrow's dentistry, when metal of any kind will be visible in crown or bridgework.

Q. EASTERN EUROPE

We're at a small post that doesn't have a Foreign Service doctor or nurse. Our admin officer refused to give our family travel orders to go to Frankfurt to take our transfer physicals. We're going on home leave this summer and will be assigned to another post. Why couldn't we go to Germany to have these physicals?

A.

The regulations and laws under which we operate clearly state that medical travel cannot be authorized for routine physical examinations such as those needed by your family this summer. You can have the examinations done in the Department during your consultation. If your family is with you, dependents over age 12 may also have their physicals performed here. Otherwise, you are all authorized to have the examinations performed in the United States at your home leave site, or elsewhere during the course of your home leave. By the way, we encourage you and your entire family to take your physicals promptly upon arrival in the United States, rather than waiting until the end of your home leave. In the event a medical condition is detected which requires further investigation or treatment, there will be sufficient time to take care of the condition so your medical clearance isn't held up. Generally, medical travel orders are only written for urgent medical situations requiring medical care which is unavailable at post and which cannot be delayed. The administrative officer makes the decision to issue medical travel orders, based on consultation with competent medical authorities.

Q. CARIBBEAN

An acquaintance of mine who had seemed nervous for so many years is now taking Lithium and just seems to have had a miraculous improvement. What is this doing?

A.

Lithium is actually the simple compound lithium carbonate, which is used to control overactivity of the thoughts and body. These are often symptoms seen in people who tend to go from elated moods to depression or despair. Lithium tends to level off these mood swings so that the person functions at a more consistent level. A word of caution: lithium can upset the body's natural salt balance. Therefore, it should only be prescribed by a physician, and the blood levels of salts should be checked regularly.

Q. EUROPE

Now that I'm a "reformed" smoker, what are the other dreaded diseases I'm avoiding besides lung cancer? I want to "spread the word!"

A.

It's great news hearing that you've quit smoking. However, your testimonies may be a source of irritation to those of your coworkers and friends who continue to smoke. They, like you, generally know the risks, but are unable to stop. It's not easy—that's certain. While most people are aware that cigarette smoking can lead to cancer of the lung, few seem to realize that smoking also is related to higher rates of cancer in the mouth, pharynx, larynx, esophyagus, pancreas and bladder. According to the American Cancer Society, smoking also is linked to a higher incidence of colds, gastric ulcers, chronic bronchitis, emphysema and heart disease.

Q.

AFRICA

I recently read an article in a local newspaper on breakthroughs in malaria vaccine research. Can you comment on the effectiveness of these vaccines, and whether the Department will be using a vaccine (instead of chloroquine pills) in the near future?

A.

Although exciting research is going on in attempts to develop a malaria vaccine (much of the work is being supported by AID and the World Health Organization), it will likely be some years before a suitable vaccine has been perfected, evaluated and found safe and effective. It will therefore be necessary for those in malarious areas to continue to use antimalarial pills for the indefinite future.

Q.

SOUTHEAST ASIA

What is the name of the very serious type of skin cancer?

A.

You're referring to melanoma, also called malignant melanoma, a unique cancer that usually begins in the skin, often in a mole. Melanoma is a tumor of the melanocyte cells that produce the coloring substance of the skin. Malignant melanocytes tend to break away from the original cancer and spread through the blood or lymph to start new cancers inside the body. A connection between melanoma and over-exposure to the sun is suspected because the disease occurs mostly in light-skinned people. There are other types of skin cancer that affect the basal cells and squamous cells. These are more easily treated than melanoma since they're less likely to spread to internal parts of the body. Dermatologists (physicians who specialize in skin diseases) have long admonished against excessive exposure to the sun and recommend the use of sun screens for those who must be exposed to the sun for prolonged periods. □

Dr. Korcak's health hints

Bug-killers are poison

So get the right product for the job to be done. A pesticide too strong may damage the very plants you are trying to save.

Read the label—twice. Carefully, follow the directions and heed the warnings. Wait for a windless day to work with pesticides. Avoid inhaling any of the substance or getting any of it on your skin. Wear gloves, slacks, shoes, a long-sleeved shirt or blouse, and a face mask if necessary. Remember you are dealing with poison. Keep children, pets, toys and food out of the area.

Always wash at least your hands and face after using pesticides. Better yet, take a bath or shower. Launder contaminated clothing.

Store pesticides far from children's reach. Keep poisons in their original containers so they will not be mistaken for anything other than what they are.

Dispose of empty containers by wrapping them in several layers of newspaper and placing them in the trash can. Never re-use pesticide containers.

If you feel sick while using the pesticide, or if anyone accidentally swallows the substance, call your embassy physician or nurse immediately (if you're in the United States call a poison control center immediately). Be sure you have in hand the container and any labels.

In addition, it is prudent to avoid direct exposure to insecticides during mosquito and fly control spraying operations in residential areas. □

Alcohol Awareness Program

'Besides, I reasoned, it was only beer, not the hard stuff'

The article that follows was contributed by a Foreign Service officer, writing anonymously.

What I propose to do here, briefly, is to tell you about how people and situations looked to me as my alcoholic illness progressed—to contrast this with how my life in the Foreign Service is today, with the help of Alcoholics Anonymous.

When I entered the Foreign Service, I brought with me an intense, competitive disposition, as well as a hearty appetite for alcohol. The two together—disposition and appetite—were to become my undoing when I at last crossed that line into active alcoholic addiction.

As far back as I can recall, I almost always drank more than those around me. But I also held it well. I never slurred my words or wobbled as I walked. Besides, I reasoned, it was only beer, not the "hard stuff." Being as preoccupied as I was in my early years with moving ahead in the Service, I also had convinced myself that I could perform my assigned tasks as an officer more efficiently with the aid of a few beers. So, in the face of occasional comments that I was perhaps drinking too much, I had some ready responses.

Somewhere in the middle of my various tours abroad, I began to experience what I now recognize as some of the physical, psychological and emotional signs of alcoholism. I began to suffer from an aggravating ache on the underside of my left arm, and from nausea and vomiting fits. I perspired profusely. At the time, I remember attributing these symptoms to the "stresses" of the job. Since I had associated drinking with relaxing, my response was to drink more. What I did not know at the time was that I was going through my first withdrawal symptoms. Unless I was going to stop

READEX
FICHE

drinking altogether, the only way I could have dealt with these symptoms was to gulp down more beer.

During this early period, I also became more and more obsessed with excelling in my career. I began to stay longer in the office and to come in on weekends more frequently—to the detriment of my family. I could not understand why my wife, in particular, was not more accepting. After all, was not my career just as important to her and the children? So what if my overtime in the office was punctuated by frequent excursions to the nearby cocktail lounge?

The quality of the time I did spend with my family continued to deteriorate as my drinking progressed. I became sullen, subject to wide mood swings. My favorite pastime was to nurse old grudges. I also began to have blackouts at this time. Sometimes I awoke in the morning feeling good toward my wife, not remembering that we had ended the evening before in a terrible argument. Or I would awake still angry at my wife, forgetting we had made up the night before.

Needless to say, all this got to be too much for my wife and children, and they eventually left me. They could not have known it then, but their leaving me (to my own devices) was the best thing they could have done for me. I no longer had them to blame for my failings. Inklings began to surface that perhaps I was responsible for the mess I was getting myself into. However, I was not yet ready to face this truth about myself. It was too frightening to contemplate. I knew that, if I really wanted to straighten out my life, I would have to stop drinking—and this I could not do.

An imbalance had taken hold in my life. Alcohol, rather than the career, had become my real obsession. To control the shakes that I was now experiencing daily, I would bring at least four beers every morning to the office (hidden in my briefcase) to hold me until lunchtime. Lunches stretched into hours, sometimes lasting all afternoon. In the course of my regular duties, I would arrange meetings with foreign officials in cocktail lounges, rather than in their offices. Appointments, report deadlines and other tasks assigned to me, more often than not, got lost as I fantasized on a bar stool. In short, I had reached the point where I was planning my days solely around when and where I could get my next drink.

As though all this were not enough, my behavior outside the office more than kept pace; I had become unrecognizable even to myself. I proposed to the wife of a business contact of mine, and didn't remember it! Ladies of the night became my constant companions. I engaged in bar brawls. After a decade of service abroad, I returned to Washington a broken, lonely and very angry man. I blamed my wife, my supervisors and the "heartless" Foreign Service for getting me into this fix! I had lost my integrity.

Now, after nearly four years back in Washington, my life has turned completely around. I am no longer physically sick in any way, and I eat balanced meals again. Paranoia and guilt, which had been such a pervasive part of my life, no longer define the parameters of my existence. While I am now divorced from my wife, I have a good relationship with her and the children. I rise in the morning now with the first alarm, and no longer wonder how I got home the night before, or if the car is in the driveway.

To be sure, the dramatic turnabout in my life did not come easily or quickly. I continued to struggle with my craving for alcohol for another year and a half here in Washington before finally putting down that last drink. I could not, at first, accept the simple program Alcoholics Anonymous had to offer. Instead, I experimented with controlled drinking—for example, I tried to drink only on weekends and consume only a fraction of what I had become accustomed to. I knew, however, that it was only a matter of time before I would return to the sorry state I was so desperately trying to avoid. For once, fear worked for me rather than against me and, with the help of the members of Alcoholics Anonymous, I made that momentous decision to stop drinking.

Yes, I am still with the Foreign Service and have had the benefit of three good assignments here in Washington, in which I have been able to make up for those last couple of years abroad. I have proven to myself that I can be professional in the fullest sense of that word. In a vote of confidence I would not have imagined possible a few years ago, the Department has seen fit to assign me to a position overseas that will give me an excellent opportunity to excel in my profession.

In all of this, the greatest gift I received, and one which I can carry with me wherever I may go, is the realization that I had regained my self respect.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

MANILA, Philippines—Ambassador *Richard W. Murphy* presents Superior Honor Award to *Ann P. Laskaris*, nurse, who retired recently after 20 years of service.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Aug.*	*Sept.*	*Oct.*	*Length of course*
Administrative training				
Administrative CORE	—	8	5,26	3 weeks
General Services Operations	17	28	26	3 weeks
Personnel Laboratory	17	28	—	2 weeks
Budget and Financial Management	17	28	26	6 weeks
Coping with Violence Abroad	3,10 17,24	10,14 21	5,26	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			12 months
Nationality Law and Consular Procedure	Correspondence course			12 months
Overseas Citizens Services	Correspondence course			12 months
Economic and commercial training				
Senior Trade Expansion Seminar	5	—	—	3 days
Executive development				
Executive EEO Seminar	—	22	—	1 day
Program Directors' Management Seminar	—	9	—	3 days
Political training				
Foreign Affairs Interdepartmental Seminar	—	21	—	2 weeks
Analytic Reporting Skills	10	—	—	2 weeks
Orientation				
Departmental Clerical Orientation	10	8	12	5 days
Departmental Officer Orientation	3	28	—	2 days
Foreign Service Orientation	3	28	—	5 days
Foreign Service officer orientation	18	—	13	6½ weeks
Secretarial skills				
Management Skills for Secretaries	—	23	—	2 days
Foreign Service Secretarial Training	24	—	—	5 days
Dictation and Transcription Workshop	—	—	5	8 weeks
Clerical skills				
Beginning Stenography	—	8	—	9 weeks
Intermediate Stenography	—	8	—	9 weeks
Beginning Typewriting and Keyboarding	—	8	—	9 weeks
Communication skills				
Reading Development Skills I & II	—	—	12	4 weeks
Speech and Oral Communications	—	22	—	10 weeks
English and Communication Skills	—	—	6	10 weeks
Courses for managers				
Effective Writing for Managers	—	21	—	4 weeks
Overseas Briefing Center				
Workshop for Foreign Service Families	—	21	19	2 weeks
Re-entry	—	—	14,24	1 day
English Teaching Seminar	—	—	5	1 week

Area studies and language training

Area studies				
Africa, Sub-Sahara	10	28	—	2 weeks
Western Europe	10	28	—	2 weeks
People's Republic of China	—	—	19	2 weeks
East Asia	10	—	—	2 weeks
Eastern Europe and USSR	10	—	—	2 weeks
Latin America	10	28	—	2 weeks

—(Continued on next page)

New school for Americans opens in Bangladesh

A new $2.5-million air-conditioned American International School has opened at Dacca, Bangladesh, offering what the post describes as a rounded cirriculum that includes specialized courses such as one on learning disabilities.

The school is for some 450 youngsters in kindergarten through the eighth grade; it was under construction for 18 months. The Bangladeshi government rendered assistance by exempting the school and building materials from taxes and customs duties.

There are two classrooms for each grade level, a library, an athletic field and a lighted basketball and volleyball court. Additional facilities are in the planning stage.

Members of the school board during the planning and construction of the new building included Richmond Allen, Larry Crandall, Connie Church, and Tom Oliver, AID; and Donna Updegrove, Joe Zeman, Cynda Wilcox and Allene Masters, State.

Merit Award winners are listed

Twenty-two graduating high school students are winners of the 1981 Merit Awards given by the American Foreign Service Association. They are:

Michael J. Abramowitz
Ruth E. Baker
Dina P. Barbis
Joan C. Becker
Cynthia S. Carr
Marc A. Cohen
Tamara L. Cohen
Carol C. Coleman
Landreth M. Harrison
David N. Kockler
Christopher T. Landau
Leonard F. Lattanzi
Sheri G. Lyman
Joan Midthun
Kathleen K. Olson
Scott M. Sipprelle
Marie J. Sullivan
Bruce J. Swenson
Elizabeth B. Teare
Margo True
Katherine E. Watkins
John S. Willems

The following students received honorable mention:

James A. Albright
John R. Barry
Mark P. Dickson
Derrick C. Fennell
Serena Mary Herr
Ann L. Hoganson
Alexander W. Joel
Paul Y. Kiyonaga
Derick C. Marsh
Carol A. Mateer

Ian N. McIlvaine
Phalika C. Ngin
Melanie Pugh
Elizabeth Raddy
Henry J. Ritchotte
Ruth A. Rudel
George J. Sampas
Elizabeth M. Squire
Rebecca K. Wajda ☐

Solution to Diplo-crostic puzzle No. 10

(See June issue)

Lewis Thomas.
Medusa And The Snail

"Warts are wonderful structures. They can appear overnight on any part of the skin like mushrooms on a damp lawn full grown and splendid in the complexity of their architecture. They sit there like turreted mounds of dense impenetrable horn, impregnable, designed for defense against the world outside."

A.	Lake Clark
B.	Empress
C.	Withholding tax
D.	Impede
E.	Statue of Liberty
F.	Threnody
G.	Housed
H.	Organ Pipe Cactus
I.	Merry Andrew
J.	Arlington
K.	Strength
L.	Muir Woods
M.	El Morro
N.	Dinosaur
O.	Understudy
P.	Shipment
Q.	Affluent
R.	At the end
S.	Nightmare
T.	Deeded
U.	The Narrows
V.	Hovenweep
W.	EEO
X.	Scotts Bluff
Y.	North Africa
Z.	Apple
a.	Inner tennis
b.	Lifelike

—*(Continued from preceding page)*

Program	Aug.	Sept.	Oct.	Length of course
Near East and North Africa	10	28	—	2 weeks
South Asia	10	28	—	2 weeks
Southeast Asia	10	—	—	2 weeks
Language and advanced area courses				
Afrikaans	24	—	—	24 weeks
Amharic	24	—	—	24/44 weeks
Arabic (Eastern)	24	—	—	24 weeks
Arabic, Modern Standard	24	—	—	44 weeks
Arabic (Western)	24	—	—	24/44 weeks
Arabic, Modern Standard (Advanced in Tunis)	10	—	—	12/15 months
Bengali	24	—	—	24/44 weeks
Bulgarian	24	—	—	24/44 weeks
Burmese	24	—	—	24/44 weeks
Chinese (Standard)	24	—	—	24/44 weeks
Czech	24	—	—	24/44 weeks
Danish	24	—	—	24 weeks
Dari (Afghan Persian)	24	—	—	24/44 weeks
Dutch	24	—	—	24 weeks
Farsi (Iranian Persian)	24	—	—	24/44 weeks
Finnish	24	—	—	24/44 weeks
French	24	21	19	20 weeks
German	—	21	—	20 weeks
Greek	24	—	—	24/44 weeks
Hebrew	24	—	—	24/44 weeks
Hindi	24	—	—	24/44 weeks
Hungarian	24	—	—	24/44 weeks
Indonesian	24	—	—	32 weeks
Italian	—	21	—	20 weeks
Japanese	24	—	—	24/44 weeks
Japanese (Advanced, in Yokohama)	10	—	—	12/15 months
Korean	24	—	—	24/44 weeks
Lao	24	—	—	24/44 weeks
Norwegian	24	—	—	24 weeks
Pilipino	24	—	—	24/44 weeks
Polish	24	—	—	24/44 weeks
Portuguese	—	21	—	20 weeks
Romanian	24	—	—	24 weeks
Russian	24	—	—	24/47 weeks
Serbo-Croatian	24	—	—	24/44 weeks
Spanish	24	21	19	20 weeks
Swahili	24	—	—	24/44 weeks
Swedish	24	—	—	24 weeks
Thai	24	—	—	24/44 weeks
Turkish	24	—	—	24/44 weeks
Urdu	24	—	—	24/44 weeks
Familiarization and short-term (fast) courses				
Chinese	—	21	—	6 weeks
French (Metrop.)	17	21	26	10 weeks
French (Sub-Sah.)	17	21	26	10 weeks
German	—	21	—	10 weeks
Italian	—	21	—	10 weeks
Japanese	—	—	5	6 weeks
Portuguese (L.A.)	—	21	—	10 weeks
Portuguese (Eur.)	—	21	—	10 weeks
Spanish (Eur.)	17	21	26	10 weeks
Spanish (L.A.)	17	21	26	10 weeks
Thai	—	8	—	6 weeks
Turkish	—	—	5	6 weeks ■

Bureau Notes

Secretary's Office

SECRETARY HAIG, accompanied by MRS. HAIG, traveled to St. Louis, May 29, where he participated in a town hall forum sponsored by the Regional Commerce and Growth Association and KMOX Radio. Accompanying the Secretary were SHERWOOD GOLDBERG, executive assistant to the Secretary, and MRS. GOLDBERG; KATHERINE BACKUS, special assistant; and DEAN FISCHER, Department spokesman.

MICHAEL KLOSSON, from the Japan desk, has joined the Office of the Secretary as a special assistant.

The acting coordinator for liaison with state and local governments, DAVID SHINN, participated June 3 in a panel discussion concerning state-local cooperation on international trade and investment, sponsored by the National Association of State Development Agencies. He addressed the National Foreign Policy Conference for Young Political Leaders, June 12. Both events were held in Washington. Mr. Shinn represented the Department at the U.S. Conference of Mayors' annual meeting in Louisville, Ky., June 14-16. ☐

OFFICE OF PROTOCOL

Chief of Protocol LEONORE ANNENBERG was sworn in as ambassador on May 15. Assisting with the visits of Chancellor HELMUT SCHMIDT of the Federal Republic of Germany, May 20-23, and President LOPEZ PORTILLO of Mexico, June 7-9, were Ms. Annenberg, THOMAS NASSIF, WILLIAM SITTMANN, GAHL BOTHE, MARY MASSERINI, CONNIE CONNOR, LINDA DEWAN and JAMES PAYNE. Ms. Annenberg hosted dinners at Blair House for chiefs of foreign missions in Washington, on May 13-14 and 27. She hosted a reception on behalf of SECRETARY HAIG, May 19, for 350 volunteers of the Hospitality and Information Service. Assisting were MARY K. PASKUS, RICHARD PATENAUDE, GEORGIA BOOTH, BUNNY MURDOCK and JOHN MURTHA. Assisting the Secretary at his reception for all chiefs of mission, June 4, in the Diplomatic Reception Rooms, were Ms. Annenberg, Mr. Nassif, RICHARD GOOKIN, RICHARD MASSEY, Ms. Paskus, Ms. Murdock, ROWENA HOOD, Mr. Patenaude, Mr. Murtha, BECKY VIGIL, MIDGE BURKE, JEAN JACKSON, DAWN ALLENBACH, PATRICK DALY and GEORGE SEALEY. The protocol staff assisted in the presentation of credentials to PRESIDENT REAGAN, June 5 and 12, by ambassadors from Somalia, Djibouti, Suriname, Dominican Republic, Liberia, Nicaragua, Malawi, El Salvador, Haiti and Portugal. Newly-assigned staff members are LISA PLOTKIN and KATHRYN DONNELL, summer clerical, and JACKIE COWAN, on loan from the pre-assignment center. ☐

Administration

EXECUTIVE OFFICE

ALFRED O. HAYNES was to return July 1 after a temporary assignment to the Department of Commerce to devise precepts for the 1981 selection board for the Foreign Commercial Service. JEANNE BULL has joined the staff of the Administrative Service Division from a previous assignment in the Office of Protocol. RICHARD ROWAN has joined the Personnel Management Division as an Office of Security career counselor, from his previous duties on the Secretary's detail. BETTY RICHTER, secretary to the Financial Management and Management Divisions, is on assignment to the White House Presidential Advance Office. CAROL PILLSBURY, MARY DALSANTO and MARK HOBBS are working as summer clerk-typists.

PRAIA, Cape Verde—Ambassador *Edward G. Marks*, right, presents Meritorious Honor Award to *Robert George* for his performance as administrative officer. With him is *Mrs. George*. *Richard T. Salazar*, executive director, African Affairs, is on right.

LOME, Togo—Ambassador *Marilyn P. Johnson*, right, presents meritorious service increase to *Ramond C. Langston*, communications program officer-radio (on her right). Others, left to right: deputy chief of mission *Irvin Hicks*, administrative officer *James R. Doyle*, economic/commercial officer *Aubrey Verdun*, communications program officer *Richard Kwiatkowski*, ambassador's secretary *Karen Spears*.

JUDY SCOTT has joined the Personnel Management Division as a clerk-typist. ☐

OFFICE OF COMMUNICATIONS

Personnel transferring into the Communications Center Division were DEWEY S. HOLMES, GARRY W. JOERGER, RANDOLPH S. PHILLIPS and THOMAS A. BELL. A new employee in the Programs and Engineering Division is HARRY J. SCHNEIDER, who came to the Department from the Department of Defense. DAVID WAGNER and JOHN ROHAL left the division for new assignments to Karachi and Manila, respectively.

The following were on consultation in the office recently: ARTIS PERSON, Tegucigalpa; CORNELIA GARNISS, Prague; JOHN CLOVER III, Niamey; MARVIN A. KONOPIK, Department; ROBERT E. HAMMOND, Mexico City; RICHARD DROST, Montevideo; JOHN CONNER, Athens; BEVERLY DUNN, Jakarta; CHARLES MOORE, Manila; RALPH SCHMIDT, Tokyo; and RAYMOND LANGSTON, Hong Kong.

Personnel who recently completed courses in the Communications Training Division included ARNOLD OLIVO, Cairo; STEPHEN B. FLORA, Baghdad; GEORGE A. HAMIC, Damascus; SANTIAGO URIETA, Caracas; BRIAN MAJEWSKI, Belgrade; LARRY D. MOYER, London; JOSEPH WELLER, Tokyo; CHARLES FLEENOR, Bern; DEAN MILLER, Ankara; DAVID M. YEUTTER, Brussels; JOHN FEENEY, Abidjan; BEVERLY DUNN, Jakarta; LARRY LAMBERT, Munich; MICHAEL LAWRENCE, Paris; CHARLES MOORE, Manila; EVERETT McGRATH, Ouagadougou; JAMES B. FLETCHER, and

---

CHARLES HUSEMAN, Lome. ☐

OFFICE OF SECURITY

MARVIN L. GARRETT JR., acting deputy assistant secretary for security, visited field offices in Miami, Chicago, San Francisco, Los Angeles and Dallas, in June. Subjects discussed included the investigative program, protective security details and the new Foreign Service Act. JOE H. MORTON, assistant director for policy, training and information, and JOHN H. CLEMMONS, assistant director for protective security, visited the Federal Law Enforcement Training Center, Glynco, Ga., in May, when Special Agent Class XXII was participating in driver's training conducted by the center's staff and taking special tactical protective security training, in conjuction with the Miles System, administered at Glynco by Sandia National Laboratories. Also attending the sessions from the Education and Training Staff were EDWARD [illegible]. LEE II, NICKOLAS PROCTOR, BRUCE TULLY and JAMES PRIETSCH.

GORDON HARVEY, chief, Foreign Operations Division, assumed the duties of acting assistant director for operations, effective May 18. DICK GANNON became the special assistant to the acting deputy assistant secretary, June 8. CLARK DITTMER, regional security officer, Brussels, became chief, Investigations Division, June 22. ROBERT O'BRIEN assumed the duties of the special agent in charge of the Secretary's detail, effective July 1.

Regional security officers on consultation in the Department during May and June included FRANK JUNI (Caracas), BILL MARSDEN (Guatemala) and JERRY WILSON (Managua). Security engineering officer STUART KEEN (Abidjan) was in the Department in June. RICK MAY, Foreign Operations Division, was on temporary duty in Georgetown and Port-of-Spain, to assist posts with security related matters, in May. ARTHUR JONES, Domestic Operations, was on temporary duty in Santo Domingo, during May-June.

Office of Security protective responsibilities during May-June included: ADAM MALIK (vice president, Indonesia), TURHAN ESENER (labor minister, Turkey), ROELOF F. BOTHA (foreign minister, South Africa), STEFAN ANDREI (foreign minister, Romania), and General CLAUDE CHEYSSON (foreign minister, France). Special agents in charge of the protection details were BOB BRAND, BOB DAVIS, ROB BLACKBURN and JOHN GIBBONS.

WALTER SARGENT, chief, Command Center, attended the Foreign Service Institute course, "Intelligence and Foreign Policy," June 1-5. WILLIAM LARSON, chief, Freedom of Information and Privacy Staff, attended a class on combatting terrorism, at the institute, May 19. Mr. Lee, Education and Training, attended the American Society for Industrial Security's advance security management course, at Reston, Va., June 1-5. GRACE GOODIER, Education and Training, attended the institute's speed-reading class, April 27-May 7. First Lieutenant JOHN KONICKI, Education and Training, attended sessions on testing and evaluating vehicle armor and ballistics, at Camp Perry, Va., June 8-12. JOAN LOMBARDI, Watch Officer Group, and PETER GALLANT, Domestic Operations, attended the interagency seminar on security of federal automated information systems, June 1-3. KIM GALLANT, PAUL VOGEL and EVAN DEWIRE, Freedom of Information and Privacy Act Staff, attended a course presented May 28-29 by the Department of Agriculture on implementation of the Privacy and Freedom of Information Acts. LOUIS MIZELL, Threat Analyst Group, gave presentations on terrorist groups and tactics, May 30, to Federal Protective Service officers and to a group of military police officers. PATTI MORTON, policy adviser, participated in the Office of Personnel Management three-day "Symposium on Regulatory Reform: 1981 Agenda," on Capitol Hill.

Office of Security employees and retirees participated in the Tom Mayes Memorial Golf Tournament, at the Montgomery Country Club, Laytonsville, Md., May 22. Special guests were

HERB LAMPE, Florida, and KARL ACKERMAN, former deputy assistant secretary. Trophies were awarded to TOM McDONALD (first place) and FRED KRUG (second place). Special awards for having gotten the most exercise out of the game were presented to RICHARD SARTAIN and former assistant director for protective security JOHN RICHARDSON. RAY SCROGGS was tournament coordinator.

A review of the "Coping With Violence Abroad Seminar" was published by LYNN ROSELLINI, May 11, in the New York Times, under the heading "U.S. Envoys Bone Up on Terror Tactics." ☐

LANGUAGE SERVICES DIVISION

Interpreting Branch chief DONALD F. BARNES interpreted for a narcotics seminar of the Drug Enforcement Administration, in Honduras, May 18-28. Staff reporter FERDINAND KUYATT covered SECRETARY HAIG's luncheon speech and related events, May 29, in St. Louis, as well as the Secretary's statements before the "Update America" program of Time, Inc., at the Georgetown Club, June 1. Interpreter STEPHANIE VAN REIGERSBERG was in Madrid for the initial meetings on U.S.-Spain base negotiations, May 26-28. She returned to that city June 27 for further talks. DIMITRY ZARECHNAK, Russian interpreter, accompanied a U.S. delegation to London for U.S.-Soviet grain talks, June 6-10. Meanwhile, CYRIL MUROMCEW, Russian interpreter, was tied up with U.S.-Soviet sea talks, in Washington, May 31-June 7. Interpreter NEIL SEIDENMAN was assigned to a narcotics enforcement school in Rome, under Drug Enforcement Administration auspices, June 5-22. He then went to another drug seminar in Lisbon, Portugal, under Customs Bureau auspices, June 24-July 11. SOPHIA PORSON joined Mr. Seidenman at the latter seminar. German interpreter HARRY OBST was at a Multiple Launch Rocket Systems Executive Management Committee meeting, in Huntsville, Ala., June 1-4. On June 9 verbatim reporter MARIE TAYLOR covered the Secretary's speech at the dinner meeting of the U.S. Chamber of Commerce.

Mr. Barnes, Ms. van Reigersberg and Ms. Porson shared responsibilities during the Washington visit of Mexican President LOPEZ PORTILLO, June 8-9. TED HERRERRA and FRANCISCO LANZA assisted at White House social functions. The division's Translating Branch was also caught up in the preparations for the Mexican visit, and PILAR MOLNAR, FRANCISCO LANZA, ANTHONY SIERRA, CELESTE BERGOLD and TERRI LIMPOUCH spent late hours on June 5 and all day Saturday, June 6, until 10 p.m., translating materials for the visit. Ms. van Reigersberg assisted Chilean Foreign Minister RENE ROJAS in meetings with the Secretary, UN Ambassador JEANE KIRKPATRICK, and other high-ranking officials, June 9-11. ALEC TOUMAYAN accompanied Energy Secretary JAMES EDWARDS to Morocco, June 10-12. On the first leg of the return trip, he was intercepted in Paris and requested to return to Rabat to rendezvous with Deputy Secretary of Defense FRANK CARLUCCI, and accompany the latter on his visits to Morocco, Tunisia and Algeria. Mr. Toumayan, together with former Deputy Secretary WARREN CHRISTOPHER and Algerian Ambassador REDHA MALEK, was honored on June 9 in New York by the New York University Law School for his contribution to the solution of the hostage crisis.

Chinese interpreter VIVIAN CHANG departed for Beijing on June 10 to assist the Secretary during the latter's visit to that city. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke to the Executive Diplomat Seminar on economic prospects in Africa, May 13; addressed the International Forum of the U.S. Chamber of Commerce, May 20; spoke at the National Conference for Editors and Broadcasters, June 2; participated in a panel discussion on African policy, June 4, with Senator NANCY KASSEBAUM (R.-Kan.), at the Chase-Manhattan annual meeting for its African divisions.

Ambassador MABEL M. SMYTHE, deputy

SALISBURY, Zimbabwe—On embassy's first anniversary, employees gather for birthday party. From left: ***Joan Davidow; William Maravanyika; Ernest Vambe; Lackson Mpukusa; John T. Burns; Kenneth Mudzingwa*** **(partially hidden);** ***Maxwell Madimutsa; Briarley Rogers; Francisca Mudzingwa; Archie Makuto; Mildred Pellowski; Jeffrey Davidow; Olley Maruma; Willard Chakanyuka; Simon Maposa;*** **Ambassador** ***Robert V. Keeley; Lawrence Martin; Leonard Mateyu; Peter Machuwa; Jimmy Kolker*** **(partially hidden);** ***Nancy Morgan; Eunice Reddick*** **(almost hidden);** ***Franklin Morris; Louis DuPart; Barbara Morris; Elsie Mayes; Jerris Riordan; Mabel Muganyi; May Lee; Roseanne Green, Charles Grader.*** **Absent: Ellen McLean; Marc Wall; Richard Shortlidge; John Kennedy; David Hazzard; Loretta Kennedy; Charles Govo; Susan Vengesa.**

assistant secretary, spoke to the National Association of Professional Negro Women, in Washington, May 2; delivered a keynote address before a World Economic Culture Conference, in San Diego, May 13; addressed a conference on southern Africa, at Northwestern University, Evanston, Ill., May 20. Upon leaving the Department this summer, Ms. Smythe will join the staff of Northwestern.

The bureau, together with the Bureau of Public Affairs, cosponsored a conference on "U.S. Trade and Investment in Africa," with the U.S. Department of Commerce and in cooperation with seven other federal agencies, May 8, in New Orleans, at the International Trade Mart, the local host organization. GERALDINE LePAGE, public affairs officer for the African bureau, and LORRAIN HYNES, of the Bureau of Public Affairs were the conference coordinators. Over 200 business executives attended the day-long event, consisting of 16 workshop sessions and four major speeches by high-level Government officials. LANNON WALKER, deputy assistant secretary for African affairs, delivered one of the opening speeches. Other bureau speakers included JOHN VINCENT, director of public affairs; DANIEL WATERMAN and CORNELIA BRYANT, Economic Policy Staff, and DEBORAH SCHWARTZ, economic-commercial officer for Nigeria. ED BRYNN, Office of West African Affairs, spoke at North Texas State University, Denton, May 16. KATHRYN CLARK-BOURNE, deputy director of West African affairs, was alternate delegate to the UN Conference on Least Developed Countries, in the Hague, May 25-30. Ms. Schwartz also traveled to Lagos, June 1-6, to participate in the first joint meeting of the U.S.-Nigeria Joint Agricultural Consultative Committee. The committee, composed of U.S. and Nigerian agribusiness firms, researchers and government officials, was established to encourage agricultural investment in Nigeria.

New summer employees are DENISE DESMARAIS and MARY ELLEN DIPPLE. JOANNE THOMPSON finished consultations in the Department and was in Yaounde, awaiting the opening of the new U.S. embassy in Malabo, Equatorial Guinea, where she will be administrative officer. ANN C. MONTGOMERY, post management officer in the Executive Office, has departed for consular training. She was to be replaced by PETER FLYNN, who recently served in Nouakchott. ☐

Arms Control and Disarmament Agency

PRESIDENT REAGAN, on May 25, announced his intention to nominate acting director JAMES T. HACKETT to be associate director for management of ICA. Mr. Hackett, who had been the arms agency's chief administrative officer for the past eight years, was appointed acting director April 29 by the President. ARCHELAUS R. TURRENTINE, on detail to the arms agency from the Department, has been named an acting assistant director, in charge of the Weapons Evaluation and Control Bureau. A career Foreign Service officer, Mr. Turrentine served in the agency, 1976-1978, as deputy chief of the International Relations Division of the Multilateral Affairs Bureau, and as alternate U.S. representative to the Geneva-based Committee on Disarmament. THOMAS A. HALSTED, public affairs adviser for nearly four years, left the agency to accept a new position as director of Physicians for Social Responsibility, a national organization with headquarters in Watertown, Mass. LOWELL FLEISCHER left the agency on a new Foreign Service assignment, as principal officer at the consulate at Maracaibo. He had spent two years in the Multilateral Affairs Bureau. ANNE CAHN left the agency after nearly four years as chief of the Social Impact Staff of the Weapons Evaluation and Control Bureau. MICHAEL KREPON, who served for two years as chief of the Defense Program Impact Division of the Weapons Evaluation and Control Bureau, also left the agency. He received a fellowship from the Council on Foreign Relations, to spend the next year as a visiting fellow at Princeton University, where he will conduct studies on strategic planning issues. JANNE NOLAN left the agency after nearly four years in the Weapons Evaluation and Control Bureau. She is completing work on a doctorate at Stanford University. JULIA KRENZEL left the agency after more than 18 years of service. Also leaving was ALICE TARNOWSKI, who was with the agency for seven years. Air Force Major THOMAS YEHL, a graduate of Ohio State University, has been assigned to the agency's Intelligence Staff. MICHAEL JACOBS, a career Foreign Service officer, currently a law student at Yale University, has been assigned to the agency director's office for the summer.

The 24th round of the mutual and balanced force reduction negotiations opened May 14 in Vienna. The UN Disarmament Commission met in New York, May 18-June 5, with Ambassador CHARLES FLOWERREE heading the U.S. delegation. On June 11, Mr. Flowerree returned to Geneva for the Committee on Disarmament meeting. His staff included his deputy, FRANK P. DeSIMONE, and KATHARINE C. CRITTENBERGER. The U.S.-USSR Standing Consultative Commission opened its 19th session in Geneva, May 27. President Reagan designated Brigadier General JOHN R. LASSATER as the acting U.S. commissioner. He is senior military adviser to the agency director. Rear Admiral ROBERT F. AUSTIN has been the deputy commissioner since last year. NORMAN G. CLYNE was named by the acting director as the agency adviser to the commissioner. Others on the commissioner's staff included Mr. DeSimone, LORRAINE A. KOSTELNICK and CHRISTINA L. FUNCHES. ☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO visited the Chicago Passport Agency, June 10-11. On June 3, deputy assistant secretary ROBERT E. FRITTS addressed the new junior officer class at the Foreign Service Institute. On May 20 the deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ, spoke to students at

CONSULAR AFFAIRS—Participants in the professional seminar at the Foreign Service Institute, left to right: *Zita Racz* (Budapest), *Edmond Camas* (Antwerp), *Ketty Yeros* (Athens), *Sylvia McLeen* (London), *Berith Laakso* (Helsinki), *Eileen Morrissey* (Calgary), *Carmel Byrne* (Dublin), *Frank O. Bartlett* (Halifax), *Terrence Rozario* (Toronto), Assistant Secretary *Diego Asencio*, *Maria Szymanowska* (Warsaw), *Gerda Wagner* (Frankfurt), *Gisela Wriede* (Hamburg), *Niklaus Krummenacher* (Zurich), *Beverly Matte* (Winnipeg), *Pascalette Ebrard* (Paris), *Dora Trujillo*, consular training, institute.

Bishop O'Connell High School, Alexandria, Va., on being a Foreign Service officer. CINDY J. FOX, the bureau's public affairs adviser, traveled to New York, June 8-9, to meet with representatives of the major television networks and request that they broadcast three Department public service announcements on traveling abroad.

EDWARD N. HART, agent-in-charge of the Seattle Passport Agency, addressed the Montana Clerks of Court Association's annual convention at Miles City, June 10-12. GEORGIA A. ROGERS, agent-in-charge of the Detroit Passport Agency, addressed the Wisconsin Clerks of Court Association, June 9, in Janesville, Wisc. JAMISS L. SEBERT, agent-in-charge of the Miami Passport Agency, addressed the Georgia County Officers Association at Jekyll Island, June 11. June 5 was DONALD CASTEEL's last day as agent-in-charge of the Philadelphia Passport Agency. Mr. Casteel left for his new post in Guayaquil, Ecuador, as chief of the consular section. Passport Services' WILLIAM MALCOMSON, Special Assistance Branch, and JAMES SCHWARTZ, Evaluations and Standards Division, attended the advanced consular course, May 15-June 5. NANCY MEYER and ALICE RITCHIE of the Evaluations and Standards Division conducted fraud seminars for the advanced consular course, May 20, and for the Foreign Service nationals conference, June 9.

MONICA GAW of Overseas Citizens Services' Office of Citizens Consular Services, traveled to the U.S. interests section in Havana, May 18-29, to help reconcile and inventory the Swiss property deposits.

CORNELIUS D. SCULLY III, director of Visa Services' Office of Legislation, Regulations and Advisory Assistance, spoke at the National Association for Foreign Student Affairs' conference, Nashville, Tenn., May 26-28. GUIDA EVANS-MAGHER, of Visa Services' Legislation and Regulations Division, attended the advance consular course, May 15-June 5. PAMELA CHAVEZ of the Immigrant Visa Control and Reporting Division attended the Supervisory Studies Seminar in Harpers Ferry, June 8-12. New arrivals in the Visa Services directorate were KUMIAH MITCHELL, LAURA NICHOLS, LAURA SCHMIDT, SANDRA YUNGER, RENNY SMITH, ELIZABETH POWERS and PENNY McMURTY. Also joining Consular Affairs is SUZANNE BORDA, as special assistant to the assistant secretary. On June 12 public affairs officer LINN ALLEE departed the bureau. □

East Asian and Pacific Affairs

On May 19, Ambassador JOHN H. HOLDRIDGE was confirmed as assistant secretary. He was sworn in by Under Secretary WALTER J. STOESSEL, May 28. Mr. Holdridge accompanied SECRETARY HAIG on his trip to China, June 14-16; the Association of Southeast Asian Nations foreign ministers, meeting in Manila, June 17-19; and the Australia-New Zealand-U.S. meeting, in Wellington, June 22-24. Mr. Holdridge, accompanied by special assistant DENNIS HARTER, visited Suva, Fiji, June 24-25, for consultations.

Deputy assistant secretary ANTHONY C. ALBRECHT met with members of the U.S.-Asia Institute, and addressed the joint executive committee of the Association of Southeast Asian Nations—U.S. Business Council, in San Francisco, June 2-3. On June 9, Mr. Albrecht addressed the Association of Southeast Asian Nations—U.S. automotive seminar, in Detroit.

CANBERRA, Australia—At awards ceremony, left to right: *Linda Maksymuk, Archibald Ross, Lyle Rosdahl, Fay Johnson,* Chargé *Stephen R. Lyne.*

In the Office of Philippine Affairs, ROBERT STERN, economic-commercial officer, transferred to the Office of the Executive Secretariat, June 5, to be senior watch officer. CHARLES W. FREEMAN JR., director of the Office of Chinese Affairs, accompanied Mr. Haig on his trip to China, June 10. Deputy director SCOTT HALLFORD spoke at the symposium on U.S.-China relations, in Charlotte, N.C., June 4. Political officer DARRYL JOHNSON spoke at a China seminar, in Valdosta, Ga., June 5. On May 27, Mr. Johnson spoke on modern China at Georgetown, and to a similar group at the House Foreign Affairs Committee quarter on Capitol Hill, May 28. The economic chief in the Office of Chinese Affairs, JEROME C. OGDEN, left the China desk to become principal officer in Guangzhou. Economic/commercial officer DAVID REUTHER spoke on U.S.-China relations to a group from the San Francisco Chamber of Commerce sponsored by the Bureau of Public Affairs, May 13. HENENE FINLEY was to be the new economic secretary on the China desk, arriving on May 4. □

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS addressed the International Insurance Advisory Council, in New York, May 19, on U.S. international economic policy priorities. On May 25 and 26 he participated in the meeting in Banff of the high-level monitoring group on energy, which is reviewing energy issues in preparation for the Ottawa economic summit. Mr. Hormats led the U.S. delegation to the meeting of the International Energy Agency governing board, in Paris, June 3.

The seventh ministerial session of the World Food Council was held in Novi Sad, Yugoslavia, May 25-29. MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as alternate delegate and represented the United States after the departure of the Secretary of Agriculture. Following that meeting, Mr. Calingaert stopped in London, where he gave a speech on U.S. strategic mineral policy at a conference sponsored by Commercial and Investment Enterprises on strategic metals in the 1980s. He then participated in a Ditchley Foundation conference, outside of Oxford, entitled "Raw Materials: The Vulnerability of the West," where he served as chairman of the group on nonfuel minerals.

Since joining the Office of International Commodities as its director, May 24, ANN L. HOLLICK has testified on strategic stockpile acquisition and disposal programs before the Subcommittee on Seapower and Strategic and Critical Materials, Committee on Armed Services, House of Representatives. Ms. Hollick will chair the subworking group on strategic materials of the Cabinet Council on Natural Resources and Environment.

JAMES C. TODD, chief of the Industrial and Strategic Materials Division, served as head of the U.S. delegation to the second session of the International Natural Rubber Council, in Kuala Lumpur, May 25-29. At the meeting, Mr. Todd announced that the United States had just deposited its instrument of ratification of the international natural rubber agreement, thus becoming a definitive member of the only new commodity agreement negotiated under the auspices of the Integrated Program on Commodities, established by the 1976 UN Conference on Trade and Development. The assistant chief of the Industrial and Strategic Materials Division, RALPH JOHNSON, accompanied Ambassador MICHAEL SMITH, deputy U.S. trade representative, on consultations with major southeast Asian tin-producing countries. Mr. Smith's group consulted, May 11-19, with the governments of Indonesia, Malaysia and Thailand on the negotiation of a sixth international tin agreement.

JOHN ANDRE of the Commodity Policy Division served as alternative representative to the first meeting of Working Party I of the Common Fund Preparatory Commission, in Geneva, May 4-8. Working Party I is charged with resolving the legal and administrative matters required to bring the Common Fund into operation. When it becomes operational, the Common Fund will provide financing for stabilization and other activities envisioned under the Integrated Program for Commodities. The sixth preparatory group meeting on cotton, held in Geneva, April 27-May 2, was attended by JOHN BARCAS, chief of the Tropical Products Division. The meeting ended on an unsuccessful note as participants remained divided on the question of price stabilization measures in a comprehensive cotton agreement. Mr. Barcas traveled to San Francisco, May 13-16, to address the annual meeting of the American Cotton Shippers Association, on international developments in cotton. On May 18-22 Mr. Barcas represented the Department at the Spring Council meeting of the International Sugar Organization, in London. The council resolved a number of important issues, including several requests for relief from export obligations, establishing a new rate of contribution for the stock financing fund, and establishment of a working group to begin preliminary work on the question of renegotiation or extension of the agreement, which expires next year. MARK LORE of the Tropical Products Division attended a negotiating session for an international jute agreement, in Geneva, May 11-22. The session ended with only partial agreement on a number of provisions relating to the goals and objectives of the agreement. There continued to be division on a number of elements, including the question whether the agreement would fund country-specific development projects. Mr. Lore remained in Geneva for a two-week preparatory meeting on hard fibers, May 25-June 5. Prospects for a relatively productive meeting ended early, as producers renewed a long-latent demand for inclusion of price stabilization measures in the agreement. Consumer nations were unable to meet this demand, and the meeting ended with uncertain prospects for the future.

JAMES FERRER JR., acting deputy assistant secretary for transportation and telecommunications affairs, was in Paris, June 10-14, for the Paris Air Show and informal talks with European civil aviation officials concerning a pricing agreement for the North Atlantic.

TODD STEWART, director of the Office of Maritime Affairs, headed the U.S. delegation to the May 27-June 5 meeting in Geneva of the UN Conference on Trade and Development's Committee on Shipping, to discuss the perennially contentious issue of open registry ("flag-of-convenience") shipping. On June 4, JAMES TREICHEL and PETER KYROS of the Office of Maritime Affairs discussed current shipping problems with the International Traffic Committee of the New York Chamber of Commerce, at the L'Enfant Plaza Hotel.

JOHN P. FERRITER, director of the Office of Energy Consumer Country Affairs, testified before the Senate Sub-Committee on International Economic Policy, in Baltimore, April 28, and before the Senate Sub-Committee on Energy, Nuclear Proliferation and Government Processes, in Carbondale, Ill., June 8. Both hearings involved the coal industry.

Six summer clerical employees have entered on duty in the bureau. They are WENDY ENSIGN, RAYMOND FADEL, PAUL FISHER, CATHLEEN KRAUSE, LISA NINOMIYA and CHRISTIAN NOLAN. Other employees who have joined the bureau recently include ANN L. HOLLICK, director, Office of International Commodities; BRIAN BLOOD, staff assistant in the Office of the Assistant Secretary; GEORGE BOUTIN, Aviation Negotiations Division; and JUDY COHEN, Food Policy Division. □

TORONTO, Canada—At awards ceremony, from left: ***Lorraine Rozario, Richard Luchesa, Cynthia Malinis, Gloria Anderson, Patricia Kukulj, June Deifel, Joanne Sarkisian, Joszet Hudson-Ziegler, Janet Dayian, Charles A. Anderson,*** **consul general** ***Frederick Smith Jr.***

European Affairs

LAWRENCE S. EAGLEBURGER was sworn in as assistant secretary on May 15, 1981. Deputy assistant secretary H. ALLEN HOLMES attended the U.S.-European Economic Community high-level consultations, in Brussels, May 21-22. Mr. Holmes also spoke before the U.S.-European journalists conference, in St. Lo, France, June 6. Deputy assistant secretary-designate THOMAS M. T. NILES and WINGATE LLOYD, director, Office of Canadian Affairs, were in Ottawa June 11 to consult with Canadian officials on transboundary air pollution and other issues.

CHARLES R. BOWERS, executive director, visited Warsaw, Krakow, Poznan, Berlin, Paris and Marseille, in early May, for discussions on administrative issues. Administrative officer THOMAS C. ADAMS of the Executive Office staff joined Mr. Bowers for the Warsaw portion of the trip before proceeding to Bonn. BRUCE GERMAN has joined the staff of the executive director, Post Management Section. JEANETTE NOZIGLIA, a student, has joined Post Management for the summer. JEANETTE SEROOR has been transferred to Bangkok.

R. C. PORTER, Office of Canadian Affairs, participated in negotiations with Canada, in Cleveland, on limiting phosphorus discharges into the Great Lakes, and also met with state officials on the phosphorus detergent ban. WALTER B. LOCKWOOD, economic officer on the Canadian desk, was in Ottawa, May 28-29, as a member of the U.S. delegation to discuss U.S. investment in

KRAKOW, Poland—*Zygmunt Jasko,* right, known here as the "king of sports fans," presents specially-decorated soccer ball to *Sylvie Polasky,* secretary, for transmittal to President Reagan. On left is principal officer *Carl A. Bastiani.*

Canada; he also consulted with the embassy and Canadian government officials in connection with his forthcoming assignment to Vancouver.

JAMES MADDEN, Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, visited Brussels, June 8-12, to consult on the upcoming turn of the United Kingdom to chair the European Community political cooperation process. HENRY L. CLARKE, officer-in-charge of the regional economic affairs section of the Office of Organization for Economic Cooperation and Development, European Community and Atlantic Political-Economic Affairs, participated in a workshop on "The Politics of the World Economy," at Harvard Center for International Affairs, June 8-12. ☐

Foreign Service Institute

JOHN RATLIFF, associate dean of the School of Language Studies, was a member of the U.S. delegation to the Bureau of International Language Coordination conference in Paris, June 1-5. This annual conference deals with problems of mutual concern among the government language training institutions of the NATO countries. He also visited the embassies in Paris and Bonn to discuss institute language programs.

U KHIN, Burmese language and culture instructor, retired on April 30 after 30 years of service. Employees who recently entered on duty at the institute include PHYLLIS CUNNINGHAM, School of Professional Studies; MARY LENTZ, Personnel Office; PERRY W. LINDER, executive director; WAYNE K. LOGSDON, School of Professional Studies; ERIC LEE PRESS, Office of the Director; and YOSHINO ROSENSTEIN, School of Area Studies. The following summer employees have been assigned to the institute: CHRISTINE BILLINGS, GREGORY S. BROWN, JAMELLA F. BROWN, JANICE COBB, NORMA COTE, CYNTHIA JONES, DORIS MARSHALL, LINDA MANNING, CAROL A. O'BRIAN, MARILYN SULZBERG and CHERYL TRONOLONE. New language and culture instructors assigned to the institute: LEE CHEN, MARGIT CRAM, GULBEN DINCMEN, LEONILA FLORES, HENRI FOURCAULT, BASSAM FRANGIEH, INA GOODE, EVANGELINA GUANIO, CHRISTINA HOFFMAN, CHRISTINA JARQUIN, ANNA LANE, HELMUT LANYI, HARIATMI MILLER, DORITA PRINDEVILLE, MARIE-THERESE SCHILLING, EL-HADJI SECK, and EMILY YOSSIF. ☐

Human Rights and Humanitarian Affairs

At the University of Georgia, in Athens, May 26-28, acting assistant secretary STEVE PALMER met with the Global Policy Faculty Group, addressed four seminars/classes on U.S. human rights policy, consulted with former Secretary **DEAN RUSK**, served as a panelist in a public forum on human rights in El Salvador, and participated in a panel discussion of human rights for the Public Broadcasting Service television network in Georgia. Mr. Palmer participated in a workshop on international terrorism and human rights at the Foreign Policy Conference for Young Political Leaders, in the Loy Henderson Conference Room, June 12.

DALE SHAFFER, regional affairs officer for Central America, and **LAWRENCE ARTHUR**, chief of the Asylum Unit, traveled to El Salvador and Honduras on an orientation trip, June 2-12. The regional affairs officer for South America, **RAY JORGENSON**, spoke to the new junior trainee class at the Foreign Service Institute, May 8. ☐

Inspector General's Office

ROBERT L. BROWN, inspector general, attended a conference of the President's Council on Integrity and Efficiency, at Quantico, Va., June 3-5. The conference focused on the President's agenda for reducing fraud and waste in the Government. Officials from a number of agencies addressed the role of inspectors general and others involved in carrying out the President's agenda.

Mr. Brown announced the appointment of **BYRON HOLLINGSWORTH JR.** as the new assistant inspector general for audits, and **PHILIP HERRICK** as the new assistant inspector general for investigations. **RUSH W. TAYLOR JR.** was reassigned to the Bureau of Public Affairs as the deputy spokesman and director of the Press Office. **MARYANN HEIMGARTNER** left in early July for language and area training prior to assignment to Yaounde. **NANCY YELTON** replaced her as secretary to senior deputy inspector general **RICHARD K. FOX. CHARLES A. KENNEDY** assumed his new position as career development officer in the Office of Career Development and Assignments/Economic and Commercial, and **JOHN F. SIMMONS** took over as compliance officer on the Coordination and Review Staff. **EUGENE J. PROCHNIAK** entered on duty in late June as inspector. **GEORGE M. LOWE JR.** returned to the Inspection Staff as an inspector, turning over his former job as executive director to **JOHNNY YOUNG.** ☐

INSPECTOR GENERAL'S OFFICE—Inspector general *Robert L. Brown*, center, with *Rush W. Taylor Jr.*, former chief of the Coordination and Review Staff, and *Anne Pinkney*, economic inspector, to whom he presented Meritorious Honor Awards. *(Photo by Robert E. Kaiser, Visual Services)*

Intelligence and Research

For the Office of Analysis for Western Europe, director **H. DONALD GELBER** participated in the Defense Nuclear Agency's New Alternatives Workshop, on "Security Issues on NATO's Southeastern Border," at National Defense University, Fort Lesley J. McNair, June 10-11. Mr. Gelber; **F. HERBERT CAPPS**, deputy director; **KEITH PATRICK GARLAND**, chief of the Southern Europe Division; and **JOHN F. HOSTIE**, analyst for France, participated in a bureau-sponsored colloquium on France and the Mitterrand presidency, May 18. Mr. Gelber and members of his staff participated in a bureau-sponsored conference on the "Atlantic Relationship in the '80s," at which **HUGH DE SANTIS**, analyst, presented a paper on "Cooperation and Conflict in Atlantic Relations: A Retrospective Look at the Present," June 5-6. Mr. De Santis consulted with officials in Paris, Brussels, the Hague, Vienna, Bonn, Rome, Athens and London, on East-West balance, the Middle East and North-South issues, May 9-June 2. He led a colloquium on East-West issues, at the International Institute of Strategic Studies, in London, June 1. **BOWMAN H. MILLER**, analyst, addressed a joint seminar of Association of Former Members of Congress and Former Members of the Bundestag, on "Sources of Tension in U.S.-German Relations," at the Johnson Foundation, Racine, Wisc., May 21.

CAROL EDLER BAUMANN, deputy assistant secretary for assessments and research, participated in the Libson Conference on the Future of the University, April 27-30. She also spoke on international terrorism, at the annual dinner meeting of the board of directors of the World Affairs Center of Minnesota, in Minneapolis, May 12.

In the Office of Intelligence Support, **BERNARD T. STEELE**, chief of the Documents Control Branch, retired on May 29, after 33 years of service in the bureau.

The director of the Office of Analysis for Inter-American Affairs, **WILLIAM E. KNEPPER**, participated in the annual meeting of the Council of the Americas, June 3-4, at the Department. **JAMES E. BUCHANAN** was a panelist in a seminar on social science research in Latin America in the 1980s, at Woodrow Wilson Center for International Scholars, May 9. He represented the bureau at an informal review conference at the University of North Carolina with the authors of the "Transition to Democracy," May 18. Mr. Buchanan was a panelist in a "Marketing in Latin America" seminar sponsored by the International Business Forum, in Philadelphia, June 2, and lectured at the Foreign Service Institute on "U.S. Relations with the Southern Cone Countries," to the Latin American advanced studies seminar, June 10.

KENNETH QUINONES, analyst on Korea in the Northeast Asia Division, Office of Research and Analysis for East Asia and the Pacific, conducted a seminar on Korean current issues, at Wright-Patterson Air Force Base, June 10. **ALGIS AVIZIENIS** joined the Southeast Asia Division as analyst for Kampuchea, and **GEORGEANA PAIGE** joined the office as secretary.

ARNOLD HOROWITZ reported for duty in the Office of Politico-Military Analysis following a tour in Consulate General Johannesburg. **COMMANDER J. T. WILLIAMS** attended a conference on naval matters, in Ottawa, June 2-6.

In the Office of Analysis for the Soviet Union and East Europe, DONALD GRAVES, chief, Soviet Internal Division, served as a discussant on a panel on Soviet domestic affairs, at a meeting of the Washington chapter of the American Association for the Advancement of Slavic Studies, American University, May 15. MORTON SCHWARTZ, analyst, also attended the meeting and spoke on the Soviet Union and the United States. IGOR BELOUSOVITCH, analyst, attended a conference of emigre Soviet writers, in Los Angeles, May 14-16, and he spoke to international relations classes at the University of Southern California (Los Angeles), May 18; at the University of California at Berkeley, May 19; and to a Jewish luncheon group in San Francisco. He also taped a television discussion and a radio interview in San Francisco. MAURICE COOK, analyst, lectured to students at Quander High School, Alexandria, Va., on Soviet education, May 27. H. JONATHAN BEMIS, analyst, spoke on Soviet foreign policy, at Senator WILLIAM ROTH's Youth Leadership Conference, Dover, Del., May 11. ☐

Inter-American Affairs

The acting assistant secretary for inter-American affairs, JOHN A. BUSHNELL, traveled to Madrid, Spain, to attend the annual meeting of the Inter-American Development Bank, April 6-8. On May 11-14, he led the U.S. delegation to the ministerial meeting of the Economic Commission for Latin America, in Montevideo, Uruguay, and was the principal U.S. Government participant at the Friends of the Eastern Caribbean meeting, May 15-17, in St. Johns, Antigua. ROBERT SERVICE and RALPH GRIFFIN spoke at an American University symposium on Uruguay, June 12. RICHARD T. BOOTH, labor adviser, Office of Regional Political Programs, attended the 20th international affairs symposium conducted by the School of International Studies at the U.S. Army Institute for Military Assistance, Fort Bragg, N.C. It was a four-part workshop, and Mr. Booth took part in the session on "Challenges to Latin American Progress and Stability in the 1980s." The symposium was held June 1-3. GEORGE F. JONES, director, Office of Regional Political Programs, attended a symposium on security issues, Army War College, Carlisle Barracks, Pa., June 15-16. RICHARD R. WYROUGH, acting director, Office of Panamanian Affairs, and Ambassador DAVID H. POPPER were in Panama, May 11-16, to participate in consultative committee meetings. Ambassador AMBLER H. MOSS was in Washington, June 7-11, for consultations.

PRESIDENT REAGAN has accorded the personal rank of ambassador to HERBERT B. THOMPSON, deputy U.S. permanent representative to the Organization of American States, while the latter serves as head of the U.S. delegation to both the meeting of the Inter-American Council for Education, Science and Culture, in Buenos Aires, Argentina, June 8-15, and the meeting of the Inter-American Economic and Social Council, scheduled for Caracas, Venezuela, in September. ☐

INTER-AMERICAN AFFAIRS—Ambassador *Thomas D. Boyatt*, left, presents Meritorious Honor Award to *Richard L. Weeks* for his three-year assignment at Embassy Bogota as budget and fiscal officer. *(Photo by Robert E. Kaiser, Visual Services)*

International Narcotics Matters

From May 28-June 1, JAMES VAN WERT, executive director and controller, and DEWEY WATKINS, deputy controller, traveled to Lima to participate in the last two days of the Bureau of Inter-American Affairs' budget and fiscal workshop. They conducted a one-day mini-workshop for the nine countries of the area where International Narcotics has programs or is contemplating the beginning of programs. This provided a good opportunity to give all participants a general overview of the narcotics program, discuss unique characteristics of the narcotics bureau financial management system, talk about the critical role of the financial management personnel in the embassy, and discuss general components of the project agreement procedures in the Foreign Assistance Act.

JOHN L. McGRUDER JR., policy and program assessment coordinator, was selected to participate in the Executive Development Program. He subsequently attended a three-week executive seminar, May 31-June 19, in Kings Point, N.Y., sponsored by the Office of Personnel Management.

MARY JEANNE REID MARTZ, program officer in the Americas Division, recently visited Colombia to review and implement the fiscal year 1980 program. She traveled to Medellin and viewed the Customs training course, and flew over the Llanos, touring the north coast of Colombia, where the heaviest marijuana growing occurs. She then attended a special 39-ton burning of marijuana by the Colombian national police. She continued on to Ecuador to write the fiscal year 1981 project agreements in cooperation with the Drug Enforcement Administration.

BRUCE A. FLATIN, director of the Office of Global Strategy and Support, visited Rome, June 9-13, to represent the U.S. Government at the second ad hoc advisory group meeting on the work program and direction of the UN Social Defense Research Institute. Mr. Flatin also met with officials of the American embassy and the U.S. Vatican Office at Rome.

ALBERT L. GLAD, chief of the Global Support Division, attended the June 15-19 Vienna meeting of the International Narcotics Control Board's working group on the licit movement of narcotic drugs. While at Vienna, Mr. Glad also met with officials of the UN Fund for Drug Abuse Control and Austrian authorities, on drug-control matters.

COOKIE C. CLARK, secretary in the Office of the Assistant Secretary, received a high-quality step increase. The bureau welcomed **JOHN CAMPBELL** as chief of the Asian Division, Office of Program Management. Mr. Campbell, who was most recently assigned to the Sinai Field Mission, replaces **JOHN P. LYLE**, who has been transferred to Bonn. It also welcomed **JUDY CARDOZO** as program manager, primarily responsible for Thailand and Burma. Ms. Cardozo transferred from the Office of the Director General. ☐

International Organization Affairs

Assistant Secretary **ELLIOTT ABRAMS** addressed the Chicago Council on Foreign Relations, June 2. He also spoke before the Conference of UN representatives of the United Nations Association annual symposium for leadership of national organizations, in New York, June 5. Both speeches addressed the problems of overspending and the politicization of the specialized agencies in the UN system.

On June 16, deputy assistant secretary **MARION CREEKMORE** addressed the international education division of the University of Louisville on "The U.S. Stake in the Developing Countries." He also spoke on the "United States and the UN System" at a United Nations Association, Capitol Division, meeting, in Washington, June 10. **PHILIP C. WILCOX JR.**, deputy director, Office of UN Political and Multilateral Affairs, and **WILLIAM MENOLD**, political officer of the same office, served as members of the delegation to the UN Ad Hoc Committee on the Indian Ocean, New York, June 1-19. **CAROL MILLS** of the office accompanied them as secretary to the delegation for one week. **CAROL LANDIS** and **ALICE FISHER**, office secretaries, received quality step increases. **LARRY POPE**, political officer of the office, left June 19 and was to arrive in Tunis in July, where he will be chief of the political section. **DOUGLAS McELHANEY**, political officer of the office, accompanied Deputy Secretary **WILLIAM P. CLARK** on his trip to Africa, June 9-15.

UNITED NATIONS, N.Y.—At his retirement party, Ambassador *Richard W. Petree* holds a cake decorated to resemble a cable from Secretary Haig.

The UNESCO International Program for the Development of Communications was to hold its initial organizational meeting in Paris, June 15-22. **WILLIAM HARLEY**, media consultant to the U.S. National Commission for UNESCO, was to represent the United States. **MARTIN JACOBS** of the Office of Communications and UNESCO Affairs was to act as political adviser. This is envisaged as an international clearinghouse for information about communications development assistance. **MARIAN TIPTON**, cultural programs officer in the UNESCO directorate, was to transfer to the Bureau of Personnel on June 12. **BROOKE HOLMES** was to transfer from Consular Affairs to become deputy director of the UNESCO directorate, June 22. **DAVID GOROFF** has joined the UNESCO directorate as a participant in the summer intern program.

EDMUND M. PARSONS, director, Office of International Development, was adviser on the U.S. delegation to the seventh ministerial session of the World Food Council, in Novi Sad, Yugoslavia, May 25-29. **ISHMAEL LARA**, acting chief of the Agricultural Development Division, was in Puerto Rico, May 18-22, assisting in the Foreign Service recruitment and examination process.

On June 2, **PRESIDENT REAGAN** accorded the personal rank of ambassador to **JAMES STROMAYER** while the latter serves as U.S. coordinator for the UN Conference on New and Renewable Sources of Energy. **PHILIP A. MARCUS**, from the U.S. Geological Survey, is on detail to this conference, and **HERBERT T. MITCHELL** has been assigned there from Fort Chaffe. Ambassador **HARVEY J. FELDMAN** has transferred from Port Moresby to the Washington Office of Ambassador **JEANE KIRKPATRICK**. **BARBRO OWENS**, from this office, has been assigned to Barbados. **THOMAS GABBERT** has transferred from the Department of Energy to serve as director of the Science and Technology Directorate. **ROBERT E. KAUFMAN** has retired from the Foreign Service. **ROBERT HENDERSON** is serving as special assistant to Mr. Abrams. **BRYAN BAAS** has been reassigned from the Council on Environmental Quality to the Office of the Assistant for International Conferences and Assemblies. **ANTONIO GAYOSO** is on detail from the International Development Cooperation Agency to the Agriculture Directorate. **FRANCES ANDREWS**, **JENNIFER WILCOXEN** and **JULIE DAVIDSON** are serving as summer interns in the Secretariat to the U.S. National Commission for UNESCO, the Agriculture Directorate and the Office of the U.S. Coordinator for the UN Conference on New and Renewable Sources of Energy.

CONSTANTINE WARVARIV, agency director for transportation and communications, served as chief U.S. delegate at the 46th session of the Council of the Intergovernmental Maritime Consultative Organization, in London, June 8-19. **NEIL A. BOYER**, director for health and narcotics programs, was a member of the U.S. delegation to the executive committee of the Pan American Health Organization, in Washington, June 22-July 3. **DIANNE HURLEY GRAHAM** of the same directorate has left the bureau and will be living in Guatemala. Ms. Graham was given a Meritorious Honor Award by acting assistant secretary Creekmore, June 12, for her work in backing up the U.S. delegation to the World Health Assembly in May, particularly during the controversy over the World Health Organization infant formula code.

MARGUERITE COOPER has been selected to join the U.S. mission to the International Atomic Energy Agency, in Vienna. She attended the board of governors meeting, June 9-12. **FRANK LENCETTI**, Directorate for Science and Technology, participated in the World Meteorological Organization's 33rd executive council session, June 1-17. **JOHN McDONALD** led the U.S. delegation to the second high-level meeting on the review of technical cooperation among developing countries, at the United Nations in New York, June 1-8. He spoke at the National Institute on Aging conference, May 27, on the World Assembly on the Aging, scheduled for Vienna in 1982, and addressed the North American Regional Technical Meeting on Aging, at the Department of State, June 15, on the same subject.

DIANNE CHILDEARS, JEANNE ROWZEE, JEANNE NAPPOR and LEROY FARROW are serving as summer employees in the bureau. ☐

Legal Adviser's Office

The following staffing changes have been implemented: Since MARK FELDMAN's departure on May 15, JAMES H. MICHEL has been serving as acting legal adviser. Selected as assistant legal advisers: TED A. BOREK, for European affairs; DAVID A. COLSON, for oceans, environmental and scientific affairs; TERENCE J. FORTUNE, for East Asian and Pacific affairs; and JEFFREY H. SMITH, for law enforcement and intelligence, a new office which will handle extradition, mutual and judicial assistance, questionable payments abroad, international narcotics and other criminal law enforcement matters, as well as the legal aspects of intelligence and security activities. MICHAEL G. KOZAK was reassigned as assistant legal adviser for Near Eastern and South Asian affairs. JOAN VANDERLYKE accompanied Mr. Kozak as secretary. K. SCOTT GUDGEON assumed new duties as acting assistant legal adviser for inter-American affairs. LUCY A. HUMMER has been reassigned to economic and business affairs. PETER M. OLSON was reassigned to nuclear affairs, ROBERT D. SLOAN to politico-military affairs, HALEY COLLUMS to consular affairs, and FAYE ARMSTRONG to law enforcement and intelligence. Foreign Service officer LOUIS J. LINK and PAMELA POWELL, secretary, have also joined the law enforcement and intelligence unit.

New arrivals in the office are SCOTT HAJOST, attorney-adviser assigned to oceans, environmental and scientific affairs, and JERRY LUJAN, administrative officer for ethics-in-government matters. Four new secretaries joined the office recently: BARBARA JENKINS, oceans, environmental and scientific affairs; MICHELE ROBINSON, management affairs; CLAIRE RUBIDOUX, European affairs; and SAADIA SARKIS, Latin American affairs. Summer legal interns are JAMES BUSUTTIL, JOSEPH NEUHAUS, DAN PRICE and JOHN REYNOLDS. Summer interns working on ethics in government are JOSEPH BIEGEL, RICHARD CORMIER, MARGARET COUTURE, GERALDINE KIEP and PAUL NARANJO. Secretaries PAMELA HUANG and IVANA TERANGO round out the summer employee roster.

THOMAS A. JOHNSON served as the U.S. representative to an inter-sessional meeting of the UN General Assembly's open-ended working group on the drafting of an international convention on the protection of the rights of all migrant workers and their families, which met in New York, May 11-22. MARY REYNOLDS, attorney recruitment coordinator, traveled to Boston to attend the 10th annual conference of the National Association of Law Placement. MICHAEL DANAHER participated in Pacific salmon treaty negotiations, in Vancouver, April 27-May 5, and in Atlantic salmon convention negotiations, in Oslo, May 19-22. MICHAEL R. McEVOY left the office on June 12 to begin practice with the firm of Harter, Secrest & Emery, in Rochester, N.Y. ☐

Near Eastern and South Asian Affairs

On May 1, deputy assistant secretary MORRIS DRAPER traveled to Boston to address the national executive committee of the Zionist Organization of America. Deputy assistant secretary PETER CONSTABLE spoke to members of the World Business Council on a variety of issues, at their Washington meeting, May 19. On May 14, deputy assistant secretary JOSEPH TWINAM addressed a group of elected black officials, at a Department meeting cosponsored by the Joint Center for Political Studies. Mr. Twinam discussed the Persian Gulf and energy issues.

DAVID KORN, director, Office of Israeli and Arab-Israeli Affairs, participated in a panel discussion on the peace process, May 21. The meeting was cosponsored by the Washington Center for Learning Alternatives. Also on May 21, TED KATOUFF of the same office met with a study group from the Union Theological Seminary, in the Department. JOHN SCOTT, Office of Israeli and Arab-Israeli Affairs, met with members of the California Agricultural Leadership Conference, in the Department, May 4. TED CUBBISON of the same office discussed Mideast policy with members of the Philadelphia Young Leadership, Jewish Welfare Federation, May 6, in Washington.

On May 8-9, GEORGE LAMBRAKIS, director, Office of Regional Affairs, represented the bureau at the annual meeting of the National Association of Arab-Americans, in San Francisco. Mr. Lambrakis [illegible] as a panelist in the association's workshop on Lebanon, and also made remarks at a luncheon honoring the Algerian government for its role in the resolution of the hostage crisis. ROGER MERRICK, Office of Arabian Peninsula Affairs, traveled to New York to speak at a meeting sponsored by the U.S.-Arab Chamber of Commerce, May 14. DAVID S. ROBINS, Office of Egyptian Affairs, addressed a student group at the University of Washington, in Seattle, May 21. He spoke on expanding U.S.-Egyptian relationships. JOHN HAMILTON, formerly assigned to Congressional Relations, has assumed his duties as political-economic officer for Tunisia, replacing JERRILYNN PUDSCHUN, who has departed for her new assignment as consular officer at Embassy Kuala Lumpur. JOHN SPILLANE has left the Office of Israeli and Arab-Israeli Affairs to take on his new assignment at the U.S. mission to the Organization for Economic Cooperation and Development, in Paris. JOHN SCOTT has been transferred to Embassy Tel Aviv, where he will join the political section.

Consulting in the bureau were Ambassador

NEW DELHI, India—A portrait of President Reagan is presented to the embassy by refugee Afghan artist *Nasratullah Nasrat.* Chargé *Archer Blood* is on left; ICA's *H.L. Burleson* is on right.

RABAT, Morocco—On her retirement after 34 years of U.S. Government service, *Margarete L. Bongards* is honored by her Budget and Management Office colleagues. From left, front row: *Mohamed Sefyani-Elkrizi, Laarabi Lahmare, Salah-Eddine Maaninou, Jeannine Bachman.* Back row: *Mohamed Marrakechi, Madeleine Marrache,* chargé d'affaires *Peter Sebastian,* Ms. Bongards, budget and management officer *Grace Traulsen, Mohamed Saidani.*

ALFRED L. ATHERTON JR., Egypt; the ambassador-designate to Lebanon, ROBERT DILLON; the ambassador-designate to Jordan, RICHARD VIETS; the ambassador-designate to Nepal, CARLETON COON; the ambassador-designate to Bangladesh, JANE COON; Ambassador PETER A. SUTHERLAND, Bahrain; Ambassador MARSHALL WILEY, Oman; Ambassador R. TOUSSAINT, Sri Lanka; and Ambassador WILLIAM D. WOLLE, United Arab Emirates.

Summer employees in the bureau include LYNN ANDERSON, University of Virginia; DAVID A. FUSS, University of Michigan; KENNETH R. HISER, University of Maryland; ELLEN M. HULL, Virginia Polytechnic Institute; NINA S. MENDELSOHN, University of Pennsylvania; and SUSAN ROSE, University of Virginia. ☐

SINAI SUPPORT MISSION

Director FRANK E. MAESTRONE joined a Department negotiating team in several rounds of discussions in Jerusalem, Tel Aviv and Cairo with the governments of Israel and Egypt on the security arrangements to be implemented in the Sinai and in Israel following final withdrawal of Israeli troops from the Sinai peninsula, scheduled for April 1982.

The following completed their tours of duty and departed the field mission: liaison officer THOMAS ORUM, on reassignment to the faculty at the U.S. Military Academy, West Point; liaison officer LAURANCE STANLEY, scheduled to attend the mid-level professional development course; communications programs officer ALEXANDER KLEINSMITH, on reassignment to the Department; administrative officer ELIZABETH ELLIOTT, on reassignment to the Department; and secretary JO ANN PACE, for home leave and onward assignment to San Salvador. New arrivals at the field mission: liaison officers BRUCE RUSH and PETER GALUPPO; communications programs officer LARRY BATES; administrative officer ALFRED McGINNESS and, as secretary to the director, RUTH SILVER FOX. ☐

Oceans and International Environmental and Scientific Affairs

The deputy assistant secretary for environment, health and natural resources, MARY ELIZABETH HOINKES, headed the U.S. delegation to the ninth governing council meeting of the UN Environment Programme, in Nairobi, May 13-26. She was accompanied by DONALD BLACK, deputy director of the Office of Environment and Health.

EDWARD BITTNER, deputy director of the Office of Food and Natural Resources, participated in the Natural Resources Week program, April 21-25, of the College of Forestry of the University of Idaho, where he spoke on the Global 2000 report. From May 18-22, he was a member of the U.S. delegation to the UN Conference on Natural Resources, in New York, and May 31-June 1, he represented the Department at the U.S.-Mexico Border Health Association meeting in Scottsdale, Ariz. DAVID McCLINTOCK, food and agriculture adviser in the Office of Food and Natural Resources, was on a temporary tour of duty in Greece, May 21-June 5, where, as the U.S. member of an Organization for Economic Cooperation and Development team, he surveyed forestry and soil conservation activities outlined in Greece's first national environmental plan. In addition to consulting with various ministries in Athens, he visited eastern Macedonia, Thessaly and the Parnassos region. The trip also involved consultations with the Organization for Economic Cooperation and Development environment directorate, in Paris, and the Food and Agriculture Organization, in Rome. This assessment was being carried out at the request of the Greek government; previously the Organization for Economic Cooperation and Development evaluated environmental planning in Sweden, Japan and New Zealand.

On May 13, Ambassador RICHARD E. BENEDICK, coordinator of population affairs, spoke at the international development conference in Washington on population issues, with particular reference to the Chinese experience. On May 29, he addressed the Executive Seminar in National and International Affairs on population trends and U.S. foreign policy.

JAMES A. STORER, director, Office of Fisheries Affairs, was in Paris, May 20-23, to attend the Organization for Economic Cooperation and Development meeting of the Committee for Fisheries. The next week, he headed the U.S. delegation to the meeting of the Food and Agriculture Organization on fisheries, in Rome. The acting deputy assistant secretary for oceans and fisheries affairs, THEODORE KRONMILLER, accompanied by LARRY L. SNEAD, Office of Fisheries Affairs, participated in the Atlantic Salmon Working Group meeting hosted by Norway, in Oslo, May 19-21.

On May 18, Mr. Kronmiller and Mr. Snead met with United Kingdom fisheries officials in London, and on May 25 with economic cooperation fisheries officials, in Brussels, to relay congressional and industry concerns regarding a current economic cooperation proposal on fisheries marketing policy.

During May, SAM THOMSEN, deputy director, Office of Cooperative Science and Technology Programs, traveled in eastern Europe on science and technology affairs. From May 4-6, he participated in the second round of negotiations on a possible cultural and scientific exchanges agreement with the German Democratic Republic in East Berlin. During the week of May 11, he visited U.S. embassies in Vienna and Sofia for consultations on science and technology matters. In Vienna, he visited the International Institute for Applied Systems Analysis, to meet with executive director ROGER LEVIEN and observe its operations. In Sofia, he visited scientific institutes and met with Bulgarian science and technology and foreign ministry officials. Mr. Thomsen also participated in negotiations with Romanian officials in Bucharest, May 18-22, which resulted in agreement on a new program document on cultural and scientific exchanges. FELIX DOROUGH, acting director, Office of Science and Technology Support, consulted in Paris, May 19-20, with other members of the Organization for Economic Cooperation and Development Committee on science and technology policy issues before the May 25-June 5 third session of the UN Intergovernmental Committee on Science and Technology for Development. Mr. Dorough, accompanied by LOIS HOBSON and DOLORES WRIGHT, served as alternate delegate to the Intergovernmental Committee on Science and Technology for Development meeting, in New York. ☐

Politico-Military Affairs

Director RICHARD R. BURT traveled with SECRETARY HAIG to the North Atlantic Council meeting of NATO foreign ministers, in Rome, May 4-5, and to East Asia and the Pacific, June 10-25. Mr. Burt addressed the Council on Foreign Relations, June 5, in New York, on "The Western Alliance: Common Concerns/Divergent Views." Principal deputy director ROBERT D. BLACKWILL gave an address on Persian Gulf security to a workshop jointly sponsored by the European-American Institute for Security Research and the Security Conference on Asia and the Pacific, in Kronenberg, Germany, June 2-7.

LESLIE H. BROWN, deputy director, addressed the American Defense Preparedness Association, on Arms Sales, May 19. He accompanied Under Secretary JAMES BUCKLEY on his security assistance mission to Pakistan, June 9-15. After joining the bureau in early May, deputy director ROBERT DEAN attended the NATO high-level group meetings, in Brussels, May 13-14, and met with the NATO Standing Consultative Group, in Brussels, June 17. Mr. Dean participated in the European-American workshop on current security issues, in Bonn, June 19-20. JEREMY R. AZRAEL joined the staff of the bureau as the director's senior adviser for Soviet affairs, April 22.

JED C. SNYDER, previously consultant to the Rand Corp. and member of the research staff of Pan Heuristics, came to the bureau as special assistant to the director, April 27. Following a faculty appointment at West Point, Major JON T. SMRTIC joined the bureau, June 1, as a special assistant to the director. JERRY W. LEACH became staff assistant May 26 on reassignment from Embassy London.

CHARLES J. HENKIN attended an arms control seminar at Livermore Laboratory, Calif., May 26-27, in his capacity as acting director of the Office of Strategic Nuclear Policy. Political military affairs officer WALTER HAYDEN spoke to the Defense Institute of Security Assistance Management, May 18, on issues on arms transfer sales. ROBERT MANTEL, director of the Office of Security Assistance Special Projects, spoke at an international arms experts and technology transfer conference, in London, May 18-19, on arms exports as an instrument of foreign policy.

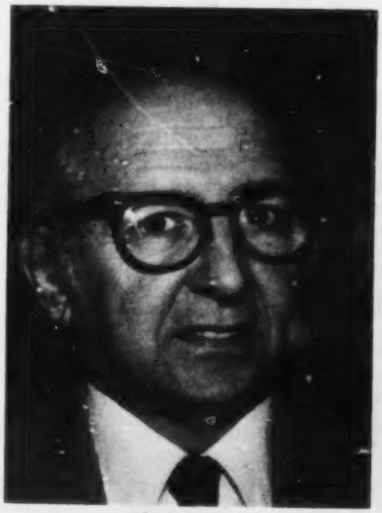
On May 20-22, the director of the Office of Munitions Control, WILLIAM B. ROBINSON, attended the annual spring conference of the Aerospace Industries Association, in Williamsburg, Va. CHARLES R. HARTLEY recently assumed the position of deputy director. JOHN A. SANFORD, licensing officer, addressed an arms exports policy symposium sponsored by the Varo Corp. in Garland, Tex., May 21-22. ☐

Public Affairs

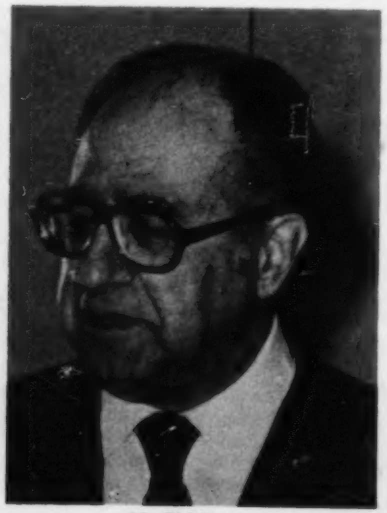
The bureau's 17th annual national foreign policy conference for editors and broadcasters, on June 1-2, drew 300 participants from across the country. Moderated by DIXON BOGGS, acting deputy assistant secretary, the conference included a presentation by SECRETARY HAIG and a reception in the Benjamin Franklin Room. DEAN FISCHER, Department spokesman, gave welcoming remarks to the conferees. Major foreign policy issues were spotlighted by the under secretary for political affairs, WALTER J. STOESSEL JR.; deputy assistant secretary JOHN SCANLAN; Assistant Secretary ROBERT HORMATS; the assistant to the President and White House staff director, DAVID GERGEN; Assistant Secretary-designate CHESTER CROCKER; Assistant Secretary NICHOLAS VELIOTES; director ANTHONY C. E. QUAINTON; acting director WILLIAM SMYSER; and AID administrator M. PETER McPHERSON. BETTY CHRISTIANA, Office of Public Programs, served as conference manager.

On May 12 CONSTANCE DUNAWAY, Office of Public Programs, launched a pilot program in conjunction with the Appeal of Conscience Foundation of New York. Mrs. Dunaway escorted nine Foreign Service officers—currently finishing language training at the Foreign Service Institute—for assignments to Yugoslavia,

Department of Look-Alikes



Mr. Scordato



Mr. Habib

WHEN Frank Scordato turns up in a corridor at State, some people mistake him for Philip C. Habib. And when Mr. Habib used to walk over to AID, there were those who thought he was Mr. Scordato. You can see why, can't you? Mr. Scordato, who has been with AID since 1957, is deputy director of its Office of Coastal West Africa Affairs. Mr. Habib retired recently after a long career at State (President Reagan has since recalled him for a trouble-shooting assignment in the Middle East.)

Poland, Hungary, Czechoslovakia, Bulgaria and the Soviet Union—to an all-day briefing by the foundation at its headquarters in New York, on the status of religion in eastern Europe. The foundation is headed by Rabbi ARTHUR SCHNEIER. Active on its board of directors is Ambassador ANGIER BIDDLE DUKE.

PHYLLIS A. YOUNG, editor of the Department of State Bulletin, delivered a bicentennial briefing to a group of teachers from Nebraska, June 10. JUANITA ADAMS, assistant editor of the Bulletin, designed the cover of the May issue of U.S. Navy Medicine. BERNARD ROSHCO and ALVIN RICHMAN, Office of Opinion Analysis and Plans, attended the annual meeting of the American Association for Public Opinion Research, in Buck Hill, Pa., May 28-31. C. THOMAS BLEHA, deputy director of the Office of Opinion Analysis and Plans, addressed a group from People-to-People Student High School Ambassadors Abroad, June 11. DEAN DeBUCK, Office of Opinion Analysis and Plans, spoke to a class of high school students from West Lafayette, Ind., June 3, regarding general foreign policy issues.

Employees who recently entered on duty included CAROL BECKER and ROBERTA DiGANGI, Office of the Historian; and CHERYL OSWALT, Office of Public Communication. Summer employees include JANE ENGERT, Office of Public Programs; CORLIS FELDER and CASSANDRA VENEY, Office of the Historian; and MARY ROBISON and AUDREY TEJADA, Office of Public Communication. ☐

Refugee Affairs/Programs

JAMES KELLEY traveled to Khartoum, Nairobi, Djibouti, Addis Ababa, Lusaka and Geneva, June 5-July 4, to review U.S. Government resettlement and relief assistance programs. He met with officials of the U.S. Government, international organizations, private voluntary organizations and host and honor governments. FRANK MOSS traveled to Geneva and Rome, June 7-13, to meet with officials of international agencies, private voluntary organizations and the staff of the U.S. mission, regarding the 1982 financial plan and the 1983 budget. MARVIN SMITH and JAMES LAWRENCE traveled to Geneva, June 14, to discuss planned changes in grants and contracts for fiscal year 1982 with officials of the U.S. mission and voluntary agencies. KEITH MENDELSON traveled to Philadelphia, June 1-5, to study the resettlement of African refugees in the Philadelphia area. MARGARET CARPENTER traveled to New York, June 9, where she participated in a panel on refugee policy at the Symposium on U.S. Immigration and Refugee Policy. ■

Buy U.S. savings bonds and feel proud.

New Directives

Organization and functions

The functional statement for the Office of the Deputy Assistant Secretary for Operations has been revised and amended to reflect organizational changes within the office, effective February 24, 1980. (TL: ORG-133)

General

New procedural steps have been established by the Office of Management and Budget (OMB) for the review of proposed and final rules published in the Federal Register, under Executive Order (E.O.) 12291. (FAMC No. 13A)

Effective April 1, 1981, all departments and agencies are required to use a revised Standard Form 83 when submitting departmental rules for review by OMB, under E.O. 12291. (FAMC No. 19A)

Personnel

The validity of FAMC No. 784, "Orientation and Language Training for Family Members," has been extended to March 19, 1982. (FAMC No. 14)

The validity of FAMC No. 726, "Deletion of Citizenship and Spouse Retirement," has been extended to March 27, 1982. (Uniform Foreign Affairs Issuance) (FAMC No. 15)

Section 516.3 of Chapter 500, Volume 3 (Personnel) of the Foreign Affairs Manual, governing evaluation of regional personnel, has been amended. This amended section deals mainly with authorities designated to determine rating and reviewing officials for regional employees. (FAMC No. 16)

The validity of FAMC No. 749, "The Career Candidate Program," has been extended to April 22, 1982. (FAMC No. 17)

The validity of FAMC No. 17, "Compliance With the Financial Disclosure Requirements of the Ethics in Government Act of 1978," dated April 17, 1980, has been extended to April 16, 1982. (FAMC No. 18)

On April 1, 1981, the under secretary for management approved implementation of the following medical benefits authorized by the Foreign Service Act of 1980: (a) eliminate the maximum limitation of 120 treatment days for a dependent for payment of expenses for institution care or outpatient treatment or combined institution-outpatient treatment. This former 120-day legal requirement was not continued by Section 904(d) of the Foreign Service Act of 1980; (b) eliminate the requirement to pay a $35 deductible for the cost of certain medical treatment for a dependent. This former legal requirement was not continued by Section 904(d) of the Foreign Service Act of 1980; and (c) a new section is added to authorize payment of the travel expenses of a family member incapable of caring for self at post if the member of the Service is medically evacuated from the post. This benefit is authorized by Section 901(5)(B) of the Foreign Service Act of 1980. (Uniform Foreign Affairs Issuance) (FAMC No. 20)

Financial management

4 FAM, Appendix A, has been revised and updated to reflect all changes since publication of this material under TL:FIN-257, dated September 30, 1980. Posts, responsible offices, and regional administrative management centers are urged to review Section 100 for the purpose, scope, applicability and importance of the Department of State's uniform account structure and classification codes. (TL:FIN-258)

General services

The maximum per diem rates for official travel have been changed for various locations in Puerto Rico. These rates were established by the Department of Defense Civilian Personnel Per Diem Bulletin Nos. 98, effective November 1, 1980; and 99, effective January 15, 1981. (Uniform Foreign Affairs Regulations) (TL:GS-276) ☐

Volunteers needed

The Association of American Foreign Service Women needs volunteers for its Bookroom on the eighth floor, where preparations are underway for the 1981 Bookfair. Call Bente Dameron, 223-5796. ☐

Collecting Now!

BOOKFAIR 81*

October 17-24,1981

Bookbins Located At

Main State
- D Street Entrance
- 21st St. Entrance
- Basement Elevator

Main Lobbies of
- State Dept. Annex
- FSI
- 1776 Pennsylvania

All Donations Tax Deductible

Proceeds to go to
Foreign Service Scholarship Programs
and Community Projects

For further information
and for special pickup
223-5796

Personnel: Civil Service

Promotions

GS-3

Holmes, Juanita S., Administrative and Clerical Pool

Joyner, Clyde R., Office of Comptroller, Finance Office

Lee, Patricia A., Office of Comptroller, Finance Office

Roaney, Maria A., Passport Office, Los Angeles

Schilling, Dawn L., Office of Operations, Supply and Transportation Division

Tolbert, Butrina B., Passport Office, Houston

Utz, Tina L., Office of Security

Williams, Gwendolyn C., Passport Office, Records Branch

GS-4

Bailey, Jerlene, Pouch and Courier Operations Division

Cartagena, Arlene, Passport Office, Stamford

Catella, Jean Fay, Passport Office, Los Angeles

Cheeks, Phyllis L., Overseas Citizens Services

Colbert, Sharon E., Office of Comptroller, Finance Office

Corbett, Curtis, Office of Comptroller, Finance Office

Gulley, Trina F., Passport Office, San Francisco

Jefferson, Una M. P., Oceans and International Environmental and Scientific Affairs

Woody, Jennifer M., Bureau of Personnel, Foreign Service Career Development and Assignments

GS-5

Bradley, Jeanne Libera, Bureau of Personnel, Civil Service

Brent, Tonie G., Pouch and Courier Operations Division

Cassels, Georgene S., Office of Security, Command Center

Clifford, Maria K., Intelligence and Research, Near East and South Asia

Coffman, Suzanne Elizabeth, International Organization Affairs

Keck, Rhonda D., Bureau of Personnel, Civil Service

Lively, Elizabeth G., Inter-American Affairs

Lotz, Sharon Ruth, Bureau of Personnel, Recruitment

Paige, Georgeana B., Intelligence and Research

Price, Terry R., Intelligence and Research

Rolen, Dawn M., Bureau of Personnel

Watson, Lois A., Office of Communications, Programs and Engineering Division

GS-6

Alexander, Laverne R., Visa Office

Bobby, Wayne S., Economic and Business Affairs

Fearson, Jo Ann, Foreign Buildings Office

Kaminski, Michele L., Near Eastern and South Asian Affairs

Kokal, John J., Intelligence and Research, Near East and South Asia

Robinson, Helen A., Central American Affairs

Taylor, Mary C., Office of Comptroller, Finance Office

Tyler, Eva O., Inter-African Affairs

GS-7

Beck, Doris A., Politico-Military Affairs

Berry, Belinda Ann, Passport Office, Los Angeles

Berry, Ruby A., Oceans and International Environmental and Scientific Affairs

Denault Jr., Herbert M., Office of Secretary, Information Management Section

Fliakas, Lynn K., Office of the Historian

Flood, Joan M., Politico-Military Affairs

Hendon, Nicole N., Office of Operations, Foreign Affairs Information Management Division

Hoopingarner, Frances K., Bureau of Personnel, Foreign Nationals

Johnson, Mark D., Passport Office, Washington

Newton, Creola M., Office of Legal Adviser

Pizza, Gregory E., Passport Office, San Francisco

Saporito, Helen, U.S. Mission to United Nations

Scott, Veronica E., Bureau of Personnel, Foreign Service

Shuckerow, Ronald Francis, Passport Office, Stamford

Templeman, Kathleen A., Economic and Business Affairs

Wilson, Joseph H., Intelligence and Research, Office of Intelligence Support

FOREIGN SERVICE INSTITUTE—May graduates of the clerical orientation class (from left, standing) are: *Maurice Brown, Darryl Dudley, Derrick Stevens, Maureen Murphy, Robert Scrimshaw, Margaret Gourley, Anthony Shields, Felecia Young.* **Seated:** *Donna Garrett* **(Institute),** *Joan Stewart, Kathy Caldwell, Ruth Jackson, Bonita Williams, Shell Shubrook, Gloria Dawkins, Yoshino Rosenstein.* **Lawrence McCormick was not present.**

FOREIGN SERVICE INSTITUTE—June graduates of the Clerical Orientation Program include, at piano, from left: ***Earnest Reeves*** **(hands folded),** ***Gelinda Giacomin, Celeste Hollenbeck, Sharlean Webb.*** **Standing, from left:** ***Donna Garrett*** **(faculty),** ***Evelyn Maye, Gary Harried, Patricia Johnson, Thomas Libera, Wendy Knight, Melinda Robertson, Tonyia Billingsley, Shirley Pierce, Shirlett Brewer.*** **Not shown: Stephen Burt.**

GS-8

Alexander, Martha B., West African Affairs
Roeder, Elee E., Office of Equal Employment Opportunity

GS-9

Giamporcaro, Jeanne M., Office of Operations, Foreign Affairs Information Management Division
Harnisch, Kevin A., Bureau of Administration, Allowances Staff
Sanderson, Ilse, Office of Operations, Foreign Affairs Information Management Division

Correction

Juanita D. Adams, Gregory K.O. Davis, Dorothy J. Staples, Ann A. Latney and Joanne Reppert Reams have been promoted to GS-11. They were incorrectly listed in the last issue as having been promoted to GG-10.

GS-11

Shahin, Charlotte F., Office of Operations, Foreign Affairs Information Management Division
Snell, Louise K., Visa Office

GS-12

Byrnes, Robert S., Office of Comptroller
Johnson, Barbara C., International Organization Affairs
Park, Maureen E., Bureau of Personnel, Civil Service

GS-13

McLaughlin, John A., International Narcotics Matters

GS-14

Lanza, Francisco M., Office of Operations, Facilities Management and Administrative Services
Lutz, Jeffrey Thomas, Oceans and International Environmental and Scientific Affairs, Office of Advanced Technology
Obolensky, Alexis N., Office of Operations, Facilities Management and Administrative Services
Perkins, Betty Sue, Office of Operations, Facilities Management and Administrative Services

GS-15

Cummings, Edward R., Office of Assistant Legal Adviser for Politico-Military Affairs

New appointments

Aceto, William C., Foreign Buildings Office
Adams, Patricia M., Office of Overseas Schools
Anderson, Lynn Y., Near Eastern and South Asian Affairs
Armentrout, Ona Jean, Office of the Secretary
Artis, Mildred L., East Asian and Pacific Affairs
Barra, Richard K., Office of Communications, Programs and Engineering Division
Baugham, Cheryl D., Medical Services
Bazin, Charisse Willann, Passport Office, Records Branch
Beacham, Lisa Ann, Passport Office, Records Branch
Bickel, Susan J., Office of Communications, Programs and Engineering Division
Billings, Christine E., Foreign Service Institute
Billingsley, Tonyia D., Administrative and Clerical Pool
Binford Jr., John Q., Information Systems Office, Systems Design and Programming Division
Blake, Robert A., Medical Services
Blakely, Sharon E., Information Systems Office, Systems Design and Programming Division
Bodine, Anne C., European Affairs
Bolka, Kim A., Office of Comptroller, Finance Office
Borda, Suzanne B., Consular Affairs
Brewer, Shirlett, Passport Office, Washington
Brewster, Sylvia R., Passport Office, Boston
Brown, Gregory Stephen, Foreign Service Institute
Brown, Jamella F., Foreign Service Institute
Brunelle, Stephen A., Office of Operations, Foreign Affairs Information Management
Busuttil, James J., Office of Legal Adviser
Caldwell, Victoria Burke, Office of Operations, Supply and Transportation Division
Calloway, Pamela S., Bureau of Personnel
Camber, Rachel Ann, Passport Office, Miami
Caplan, Andrew M., Passport Office, Records Branch
Carson, Craig R., Office of the Secretary, Office of Executive Director
Childears, Dianne Sue, International Organization Affairs
Christopher, Kathy, Passport Office, Boston
Clark, Shelita A., Office of Comptroller, Finance Office
Coates, Monique Marie, Refugee Programs
Cobb, Janice E., Foreign Service Institute
Cook, Tracy K., Politico-Military Affairs
Cook, Wilson K., Bureau of Personnel
Cormier, Richard J., Office of Legal Adviser
Cote, Norma Jean, Foreign Service Institute
Couture, Margaret A., Office of Legal Adviser
Crampsey, Mary Beth, European Affairs
Creighton, Denise A., Office of Security
Crisan, John T., Office of Secretary, Executive Director's Office
Crisan, Patricia A., International Narcotics Matters
Crockett, Cynthia Gail, Classification/Declassification Center
Crozzoli, Gina M., European Affairs
Curtis, Celia D., Bureau of Personnel
Davis, Jeffrey M., Office of Comptroller
Davis, Patricia L., Office of Secretary, Office of Executive Director
Dean, Robert W., Politico-Military Affairs
Delaney, Ann Marie, Passport Office, Boston
Dewitt, Diane Elizabeth, Foreign Buildings Office
Digangi, Roberta L., Office of Historian
Dippel, Mary H., African Affairs
Ditanna, Thomas L., Information Systems Office, Systems Design and Program-

ming Division

Dobson, Evelyn C., Information Systems Office, Systems Design and Programming Division

Donnell, Kathryn R., Office of Chief of Protocol

Dotson, Dolly Alanna, Office of Comptroller, Finance Office

Dunham, Dorothy, Bureau of Personnel

Dunlap, Julie Ann, Refugee Programs

Ellis, Steve Cochran, Office of Operations, Supply and Transportation Division

Engert, Jane M., Bureau of Public Affairs

Ennis, Cynthia B., European Affairs

Ensign, Wendy, Economic and Business Affairs

Evers, Stephanie D., Medical Services

Fadel, Raymond T., Economic and Business Affairs

Farrow, Leroy N., International Organization Affairs

Feinberg, Susan, Inter-American Affairs

Felder, Corlis B., Bureau of Public Affairs

Fisher, Paul W., Economic and Business Affairs

Foggie, Carol Ann, Classification/Declassification Center

Friedman, Sora Henny, Office of Operations, Supply and Transportation Division

Fuller, Gregory T., Passport Office, Special Issuance Center

Fulper, Karen E., Bureau of Administration, Allowances Staff

Fuss, David Allen, Near Eastern and South Asian Affairs

Gardos, Katherine Lynn, Inter-American Affairs

Garner, Cynthia Ann, Office of the Secretary, Office of Executive Director

Giacomin, Gelinda M., Administrative and Clerical Pool

Glazer, David B., Bureau of Personnel

Golinowski, Bernadette, Passport Office, Washington

Gunn, Ann Marie, Office of Communications, Communications Security Division

Gunnoe, Daisybell, Office of the Secretary, Executive Director's Office

Hahn, Jeffrey Michael, Office of Operations, Supply and Transportation Division

Hajost, Scott A., Office of Assistant Legal Adviser for Oceans and International Environmental and Scientific Affairs

Hammond, Betty V., Passport Office, Miami

Harried, Gary Phillip, Passport Office, Records Branch

Hawkins, Karyn E., International Organization Affairs

Hebenstreit, Maria L., Office of Operations, Facilities

Hellwig, Cynthia A., Passport Office

Hickey, Robert Scott, Passport Office, Boston

Hill, Yvette R., Office of Inspector General

Hiser, Kenneth R., Near Eastern and South Asian Affairs

Hoffman, Jean A., Office of Operations, Supply and Transportation Division

Hormats, Robert D., Economic and Business Affairs

Housley, Gloria Lynn, Foreign Buildings Office

Huang, Pamela Diane, Office of Legal Adviser

Hughes, M. L. Dwight, Office of Operations, Foreign Affairs Information Management Division

Imburg, Elizabeth L., Office of Security

Jackson, Lorraine P., Bureau of Personnel

Jacobs, James David, Office of Security

Jefferson III, William J., Office of Operations, Foreign Affairs Information Management Division

Jeffery, Angela A., Office of Operations, Facilities Management and Administrative Services

Johnson, Patricia A., Passport Office, Records Branch

Johnson, Rosie J., Information Systems Office, User Support Services Staff

Johnson, Timothy Russell, Office of Operations, Facilities Management and Administrative Services

Jones, Cynthia D., Foreign Service Institute

Kaufman, Robert E., Classification/Declassification Center

Kiep, Geraldine Marie, Office of Legal Adviser

Kister, Elizabeth J., Office of Communications

Knight, Martha W., Administrative and Clerical Pool

Koffman, Boyd M., East Asian and Pacific Affairs

Korcak, Elizabeth Ellen, Office of Security, Technical Services

Kosciw, Joseph Gregory, Overseas Citizens Services

Kosnett, Philip S., Inter-American Affairs

Krause, Cathleen L., Economic and Business Affairs

Kryza, Christopher D., Overseas Citizens Services

Kuhn, Kenneth Wilbur, Inter-American Affairs

Lagomarcino, Leslie K., Refugee Programs

Lancaster, Carla Aletha, Office of the Comptroller

Lauderdale, Teresa J., Office of Operations, Foreign Affairs Information Management

Lee, Michael Quentin, Office of Operations, Foreign Affairs Information Management

Libera, Thomas V., Administrative and Clerical Pool

Lockley, Gwendolyn Doris, Passport Office, Records Branch

Maddrey, Lee A., Office of the Secretary, Executive Director's Office

Malcomb, C. Elizabeth, Office of Operations, Supply and Transportation Division

Marken, Anne-Heather, Intelligence and Research

Marshall, Doris D., Foreign Service Institute

Mayo, Harvey Bruce, Communications Center

McCool, Kevin M., Inter-American Affairs

McLennan, Juliette C., Office of Chief of Protocol

McManus, Patrick J., Medical Services

McNatt, Mary D., Office of Operations, Facilities Management and Administrative Services

McNeil, Pamela Vaughnita, Passport Office, Special Issuance Center

Mendelsohn, Nina S., Near Eastern and South Asian Affairs

Menter, Timothy Sanford, Office of Operations, Foreign Affairs Information Management

Merkle, Melanie L., Intelligence and Research

Minneman, Jill B., Inter-American Affairs

Mitchell, Kumiah Natasha, Visa Office

Mitchell, Pamela Kaye, Visa Office

Moretti, Rosemary L., Office of the Secretary, Executive Director's Office

Nagelhout, Martha June, International Narcotics Matters

Nappo, Jean M., International Organization Affairs

Naranjo, Paul Anthony, Office of the Legal Adviser

Neet, Miriam, Politico-Military Affairs

Nekoliczak, Diane T., Office of Security, Chicago Field Office

Neuhaus, Joseph E., Office of Legal Adviser

Ninomiya, Lisa C., Economic and Business Affairs

Nolan, Christian T., Economic and Business Affairs

Novak, Lisa C., East Asian and Pacific Affairs

Noziglia, Jeanette I., European Affairs

O'Brian, Carol Ann, Foreign Service Institute

Oswald, Lynda Jaye, Consular Affairs

Owens, Adrienne Marie, East Asian and Pacific Affairs

Petchik, Carl A., Foreign Buildings Office

Peterson, Sheryl Lynn, International Narcotics Matters

Pfleghardt, Elizabeth F., Office of the Secretary, Executive Director's Office

Pierce, Shirley Ruth, Office of Security, Technical Services

Plotkin, Lisa H., Office of Chief of Protocol

Plummer, Jeffrey William, Office of Operations, Supply and Transportation Division

Porter, Beverly A., Office of Operations, Facilities Management and Administrative Services

Price, Daniel M., Office of Legal Adviser

Rael, Jayleen P., Bureau of Personnel

Raicht, Eileen M., Office of the Secretary, Executive Director's Office

Ramsey, Stephen D., Office of the Secretary, Executive Director's Office

Ratliff, George W., Consular Affairs, Visa Office

Ray, David William, Foreign Buildings Office

Reeves, Earnest David, Pouch and Courier Operations Division
Rehrig, Paula F., Overseas Citizens Services
Renchard, Randolph W., Office of Security
Reynolds, John B., Office of Legal Adviser
Robinson, Mary Mae, Bureau of Public Affairs
Rochlin, Karen E., Bureau of Personnel
Rose, Susan A., Near Eastern and South Asian Affairs
Rowzee, Jeanne M., International Organization Affairs
Ruffin, Delois L., Office of Operations, Supply and Transportation Division
Sabanegh, Edgar F., Office of Comptroller, Finance Office
Salter Jr., Oscar, Medical Services
Sanders, Elsie Marie, Passport Office, Houston
Sarro, Paula M., Office of Operations, Supply and Transportation Division
Schlattman, Laura Anne, Refugee Programs
Schwartzman, Rhonda Beth, Passport Office, Miami
Scroggs, Robert Scott, Office of Comptroller, Finance Office
Seaborn, Joyce M., Office of Comptroller, Finance Office
Sestanovich, Stephen R., Policy Planning Staff
Shafer, Valerie J., Intelligence and Research
Shepherd, Cheryl Ann, Office of the Secretary, Executive Director's Office
Sinclair, Mary Christine, Office of Operations, Facilities Management and Administrative Services
Snyder, Jed C., Politico-Military Affairs
Spector, Sam, Office of Communications
Starnes, Joy M., Office of the Secretary, Executive Director's Office
Steininger, Michael Gary, Office of Operations, Supply and Transportation Division
Stormer, Beverly G., Office of Security
Sulzberg, Marilyn Beth, Foreign Service Institute
Swankowski, Steve T., Overseas Citizens Services
Tarr, Gary M., Information Systems Office
Taylor, Mark Blair, Office of Comptroller, Finance Office
Teeple, Howell Sims, Classification/Declassification Center
Tejada, Audrey Dolar, Bureau of Personnel
Terango, Ivana, Office of Legal Adviser
Tronolone, Cheryl L., Foreign Service Institute
Varney, Susan Kim, Passport Office, Stamford
Veney, Cassandra R., Bureau of Personnel
Walsh, Gertrude C., Bureau of Personnel
Weaver, Michael Lawrence, Office of Operations, Foreign Affairs Information Management
Wegener, Robert Walter, Office of Operations, Supply and Transportation Division
Weiss, Charles Frederick, Office of Comptroller, Finance Office
White, Deborah A., Office of the Secretary, Executive Director's Office
Wilhelmi, Nancy L., Medical Services
Will, Tari R., European Affairs
Williams, Marvin Leonard, Consular Affairs
Witherow, Paulette Emilie, Office of the Secretary, Executive Director's Office
Worthy, Kim Dolores, Passport Office, New York
Yoshihashi, Lori K., Office of the Secretary, Executive Director's Office

Reassignments

Becker, Carol Ann, Office of Operations, Foreign Affairs Information Management to Office of Historian
Brown, Martha F., Administrative and Clerical Pool to Economic and Business Affairs, Trade and Commercial Affairs
Cunningham, Janie L., Bureau of Administration to Medical Services
Dockery, Sharon R., Administrative and Clerical Pool to Inter-American Affairs, Congressional, Human Rights and Public Affairs
Hartle, Robin L., Human Rights and Humanitarian Affairs, Office of Human Rights to Executive Secretariat
Hill, Yvette R., Office of Inspector General to Office of the Secretary, Executive Director's Office
Hobbs, Mark D., Administrative and Clerical Pool to Operations Center
Lindsay, Joylette, Bureau of Personnel to Office of Comptroller, Finance Office
Lockwood, Carolyn M., European Affairs to Human Rights and Humanitarian Affairs, Office of Human Rights
Lowry, George D., Passport Office, Miami to Passport Office, Honolulu
Merrick, Shelagh M., Foreign Service Institute to Intelligence and Research
Setash, Mark Allen, Passport Office, Records Branch to Office of Operations, Facilities Management and Administrative Services
Sherrill, Edna B., International Organization Affairs to Office of Operations, Facilities Management and Administrative Services
Weer, Ann N., Administrative and Clerical Pool to Office of Comptroller, Finance Office

Resignations

Alicie, Geraldine L., Office of Communications, Programs and Engineering Division
Atkinson, Toya L., Office of Security, Washington Field Office
Baldwin, Mary Ann, Passport Office, New Orleans
Carlson, Jane H., International Organization Affairs, UNESCO
Clayton, Barbara L., Politico-Military Affairs
Daris, Anne-Marie, Foreign Service Institute
Davidson, Josephine R., Passport Office, Los Angeles
Daymont, Donald M., Pouch and Courier Operations Division
Evans, Margaret E., Economic and Business Affairs
Feldman, Mark B., Office of Legal Adviser
Finley, Robert Michael, Inter-American Affairs
Hajjar, June, Office of Equal Employment Opportunity and Civil Rights
Hankins, Epple O., Bureau of Personnel, Employment Division
Harrington, Dorothy, Passport Office, New York
Johnson, Pamela S., Passport Office, Detroit
Kaslow, Marie A., Passport Office, Stamford
McEvoy, Michael Ray, Office of Assistant Legal Adviser for Inter-American Affairs
Monsell, Nancy M., Passport Office, Seattle
Mundell, Nathalie Elaine, Passport Office, Records Branch
Palmore, Belinda C., Passport Office, Miami
Pea, Juanita B., Office of Operations, Facilities Management and Administrative Services
Peck, Charles Russell, Office of the Secretary
Robinson, John C., Passport Office, Miami
Sawoski, Mark Matthew, Press Office
Stell, Patrick Peter, Cuban/Haitian Task Force
Thompson, William R., Office of Security
Tolbert, Gina S., Passport Office, Houston
Turner, Doris M., Passport Office, Special Issuance Center
Walker, Wendy M., Office of Overseas Schools
White, Erla Gayle, Passport Office, Stamford
Williams Jr., Thomas L., Office of Operations, Facilities Management and Administrative Services
Windle, Phyllis N., Oceans and International Environmental and Scientific Affairs
Zobrist, Song Hee, Passport Office, New York

Retirements

Hughes, F. Louise, Foreign Service Institute
Kelly, Virginia C., Near Eastern and South Asian Affairs
Khin, U Ngn, Foreign Service Institute
O'Brien, Mary T., Near Eastern and South Asian Affairs □

Disability regulations

The Office of Personnel Management has issued final regulations on disability retirement. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. □

3 employees tell about the Upward Mobility Program

Ms. Edwards *(Photo by Donna Gigliotti)*

"I was looking for a job with variety—I like change and challenges," says Eunice Edwards, who works at the Foreign Service Institute as a computer operator. "I had been in the Department since 1977—always as a clerk-typist—until I got this assignment through the Upward Mobility Program."

Ms. Edwards, in an interview with STATE, was referring to a program which began in 1978. It is designed to give Civil Service employees, at the GS-9 level and below, an opportunity to enter a professional or technical field, with potential for career advancement. Over 400 applicants have competed for the 40 upward mobility positions filled to date in the Department.

"I came into the Department as a GS-2," Ms. Edwards recalls. "I could see myself coming to a dead stop, and I thought: 'It's time to grow and expand.' "

And so, last fall, she began reading job advertisement boards. She had just completed some studies in computer programming at Strayer College, where she now attends classes four nights a week, working on a bachelor's in data processing management.

Ms. Edwards now seems to have found a niche amidst the computers that surround her at the institute. She says: "Taking this job is one of the best decisions I've made. There's something different happening everyday—things I don't expect but enjoy. Also, I'm training other people, mostly secretaries, on the new computers."

Recently promoted to a GS-5, Ms. Edwards can progress as far as a 6 in her current job. As for the future, she says: "Next, I would look for a programming or management job in a data or word processing center."

Another participant in the program is Sylvia Blumenthal. After working as a secretary for 15 years in the Bureau of Intelligence and Research, she took a down-grade in order to accept an Upward Mobility job last fall. She now is an intelligence operations specialist in the bureau. "I went to a GS-7 (from an 8) because I felt like I wasn't going to get anywhere in the secretarial classification," she explains. "This work is more fascinating. I'm learning a lot. I've now completed my training and hope to be up for promotion to a GS-9 soon."

Ms. Blumenthal *(Photo by Donna Gigliotti)*

Mr. Hart *(Photo by David Humphrey, Visual Services)*

The length of training is different for each employee. It depends on several factors, such as experience, qualifications and education. Within 30 days of entering the program, an individual development plan is devised by the employee, his or her supervisor and an Upward Mobility counselor.

Larry Hart was one of the program's first participants. He went from a GS-2 clerk/typist/messenger position to his current job as a communications equipment operator. "I first learned about the program in your magazine," he recalls. "I did some research to find out more about it. I was curious about the field of communications. I'm glad I was. It's a great field; the work is rewarding and there's a chance for advancement."

For information on the program, employees should contact Jackie Manley in the Office of Civil Service Career Development and Assignments, Room 2429, New State, 632-2509. ■

Personnel: Foreign Service

New appointments

Abbott, Luisa A., Quito
Allard, Gloria T., Monterrey
Aviles, Elizabeth, Santo Domingo
Barnebey, D. June, Belize City
Beall, Marilee, Bogota
Bedell, Ruth E., Santo Domingo
Billick, Catherine A., Santo Domingo
Budelt, Charles, Monterrey
Clark II, Dow Jay, Ottawa
Cruz, Sharon L., Mexico
Farrar, Marie Therese, Mexico
Garcia, Lidya I., Mexico
Gavin, John Anthony, Mexico
Hansen, Kathryn J., Riyadh
Hearne, Chuck, Khartoum
Hernandez, A. Daniel, Equal Employment Recruitment Complement
Hewes-Manapol, Kenneth F., Kingston
Keller, Mingchen L., Monterrey
Kennedy, Loretta, Salisbury
Kirkham, Barbara Ann, Kingston
Lattanzi, Aurelia, Guadalajara
Louis Jr., John J., London
Manganiello, Frank J., Inspector General's Office
McNulty, Joseph A., Bureau of Administration
Mpishakoff, Carmen, Monterrey
Neumann, Robert G., Jidda
Russell, Syliva Enid, Buenos Aires
Toler, Patricia A., Managua

Transfers

Aderhold Jr., Thomas D., Office of Communications to Kinshasa
Albright, Jerry L., Conakry to Quito
Anderson, Gerald C., Junior Officer Corps to Jerusalem
Anderson, Marilyn J., Near Eastern and South Asian Affairs to Amman
Andrews, Mary E., Stockholm to Ottawa
Bahti, James H., Board of the Foreign Service to Alexandria
Ballweg, Thomas J., Kingston to Inter-American Affairs
Barkell, William Howard, Tegucigalpa to Intelligence and Research, Current Intelligence Staff
Barlow Jr., Charles R., Office of Communications to Athens
Barnes, Gordon D., Near Eastern and South Asian Affairs to Kuwait
Barron, Michael A., African Affairs to Monrovia
Battaglia, Phillip V., Port-of-Spain to Mexico
Bauso, Phillip A., N'djamena to Dakar
Beiring, Joseph D., Office of Communications to Madrid
Bemus, Herman H., Office of Communications to Jidda
Bender, Geraldine M., Beijing to London
Benson, James Howard, Junior Officer Corps to Bogota
Billings Jr., Robert E., Buenos Aires to Manila
Blacker, Dorothy J., Madrid to Bucharest
Blood, Brian J., Commerce Department to Economic and Business Affairs
Blucker, Robert O., Commerce Department to Berlin
Boatman Jr., Robert, Office of Communications to Monrovia
Boudreaux, Sandra A., Buenos Aires to Mexico
Boyd, Theodore E., Brussels to Suva
Brooks, Judith A., Paris to Sao Paulo
Burroughs Jr., John A., Equal Employment Opportunity Office to Lilongwe
Butler, Michael, Junior Officer Corps to Oporto
Campbell, John W., Sinai Field Mission to International Narcotics Matters
Carpenter, Deborah Lea, European Affairs to Ankara
Chiao, James T., European Affairs to Rome
Chidester, Richard Jon, Junior Officer Corps to Tegucigalpa
Christy, Hayes F., Office of Communications

President Reagan's personal envoy to the Vatican, *William A. Wilson,* third from right, presents his credentials to Pope *John Paul II.* Others, from left: *Michael Hornblow,* assistant to the personal envoy; Mrs. *Marcia Hobbs,* the Wilsons' daughter; *Mrs. Wilson;* Mrs. *Anne Marie Solomone,* another daughter; Mrs. *Hornblow.*

to Tokyo

Clark Jr., Warren, Treasury Department to U.S. Mission to United Nations

Cohen, Judy Wynne, Lima to Inter-American Affairs

Colin, Donald I., Office of Inspector General to Bangkok

Conn, Jack L., Office of Communications to Montevideo

Connors, Thomas J., Kuala Lumpur to Dakar

Corcoran, Patricia M., Office of Law of the Sea to Hong Kong

Costanzo, Christopher D., African Affairs to Yaounde

Cunningham, William J., International Organization Affairs to U.S. Mission to the United Nations

Dally, Daryl Rae, New Delhi to Bogota

Dane III, Ernest B., Special Commission on Immigration and Refugee Policy to Port-au-Prince

Davis, E. Lloyd, San Salvador to Santo Domingo

Dayer, Bernard W., Beijing to Rangoon

Dayer, Lucille Anne, Beijing to Rangoon

Decastro, Peter R., Tel Aviv to Office of Under Secretary for Security Assistance, Science and Technology

Doyle, Michael B., Kinshasa to African Affairs

Dry, Robert W., Junior Officer Corps to Baghdad

Duda II, Stanley, Office of Communications to Manila

Dunford, David J., Trade Negotiations to Cairo

Earls, Robert F., Monrovia to Copenhagen

Enders, Thomas O., Brussels to Bureau of Personnel

Evan, Paul James, Monrovia to Office of Communications

Evans, John M., Foreign Service Institute to Moscow

Fineman, David J., Office of Communications to Paris

Finley, Helene Vonnegut, Kinshasa to Chinese Affairs

ROME—At presentation of Meritorious Honor Awards, from left: ***Robert Rackmales, Warrington Brown, John Gawf,*** **chargé** ***Robert P. Paganelli, Kathy Clement,*** **Maj.** ***Richard Coe, Stephen May, Richard Shinnick.***

YAOUNDE, Cameroon—Ambassador ***Hume A. Horan,*** **right, presents a $500 cash award to general services officer** ***Nigel C. Whitehouse,*** **for his contribution to a re-entry team into N'djamena, Chad, and for the recovery of over $100,000 worth of U.S. Government equipment. Between them is** ***Mrs. Whitehouse.***

Finley, Travis A., Kinshasa to Manila

Fletcher, James B., Port-au-Prince to Lilongwe

Flynn, Janice C., Accra to Medical Complement

Galassi, Priscilla, Junior Officer Corps to Moscow

Gamiss, Cornelia E., Paris to Prague

Garrett III, Earl Norbert, Near Eastern and South Asian Affairs to Cairo

Gilchrist, Eugene R., Beirut to Singapore

Gleason, Lyle K., East Asian and Pacific Affairs to Wellington

Glines, Howard T., Pouch and Courier Operations to Bangkok

Griffin, James A., Ankara to San Salvador

Hall, Janice A., Athens to European Affairs

Hansen, Nikki L., New Delhi to Near Eastern and South Asian Affairs

Hardesty, Steven A., Bureau of Personnel to La Paz

Harris, Mary-Margaret, Near Eastern and South Asian Affairs to Bombay

Herminath, Arlen L., Amman to Damascus

Hinton, Deane R., Economic and Business Affairs to San Salvador

Hobbs, Joseph G., Office of Communications to The Hague

Hopkins, Harriett L., Nicosia to Vientiane

Horowitz, Arnold, Johannesburg to Intelligence and Research

Hughes, Robert G., Monrovia to Office of Communications

Huseman Jr., Charles P., Rome to Lome

Hutchins, Dirk W., Bangkok to Budapest

James, Thomas C., La Paz to Buenos Aires

Johnson, Thomas N., Office of Comptroller, Finance Office to Port-au-Prince

Joyce, Philip T., Office of Communications to Athens

Katoski, Raymond M., Office of Communications to Paris

Kavaler, Howard C., New Delhi to Jerusalem

Kelley, Frederick T., European Affairs to Ottawa

Kelley, James T., African Affairs to Monrovia

Kelley, Patrick J., Conakry to Lusaka

Kennedy, Mary Virginia, Office of the Secretary to Cairo

Kenney, Kristie Anne, Junior Officer Corps to Kingston

Kilgore, Gerald J., Ankara to Tel Aviv

Kilpatrick, Richard N., Foreign Service Institute to Canberra

Kleinkauf, Therese Ann, Foreign Service Institute to Sao Paulo

Kleinsmith, Alexander, Sinai Field Mission to Office of Operations, Communications Security Division

Klingaman, Susan M., Foreign Service Institute to Medan

Konopik, Marvin Andrew, Tokyo to Office of Operations

Koza, Josef J., Office of Communications to Osaka-Kobe

Lasbury, Patricia Ann, San Salvador to Inter-American Affairs

Leach, Jerry W., London to Politico-Military Affairs

Lecker, Frederick Charles, Foreign Service Institute to Panama

Lee, Faith A., Berlin to Beirut

Logsdon, Wayne K., Santo Domingo to

Foreign Service Institute
MacDougall, John D., Kaduna to Oslo
MacGaffin III, N. John, Nicosia to European Affairs
Marwiiz, Antoinette S., Panama to Overseas Citizens Services
Maxwell, David L., Kinshasa to Office of Communications
McCarthy, James L., Sinai Field Mission to Office of Operations, Supply and Transportation Division
McCreary, Jack Richard, Politico-Military Affairs to Jidda
McDonnell, Nancy D., London to New Delhi
McGrath Jr., Everett U., Budapest to Ouagadougou
McGrath, Judith A., Budapest to Ouagadougou
McLeese, William Vincent, Department of Commerce to The Hague
McMahan, Dennis E., Junior Officer Corps to Moscow
Menditto, Regina F., Bangkok to Munich
Merrigan, Robert W., Lagos to Kaduna
Merriman, Brenda A., Office of Communications to Kinshasa
Miller, Dean R., Office of Operations, Communications Center to Ankara
Miller, Helen G., Near Eastern and South Asian Affairs to Ankara
Moller, John D., Kingston to Inter-American Affairs
Montgomery, William Dale, Moscow to Secretariat Staff
Moros, Sheila M., Mogadishu to Bern
Mueller, Garry P., Office of Communications to Manila
Mullin, Lillian Peters, Office of Inspector General to Winnipeg
Murphy, James P., Panama to Canberra
Newman, James C., Caracas to San Jose
Newman, Ramelle A., Inter-American Affairs to San Jose
Nilson, Sam M., Office of Communications to Leningrad
Nyhus, Paul G., Foreign Service Institute to Athens
Ollivier, Louis L., African Affairs to Jidda
Oshea, Nadia, Ottawa to Amman
Otto, Olaf North, Amman to Rabat
Ouellette, Michel Denis, Office of Communications to Athens
Page, Brian G., Bangkok to East Asian and Pacific Affairs
Percival, Terry O., European Affairs to Vienna
Perkins, Edward Joseph, Accra to Monrovia
Powell, Bernice Ann, Lagos to Operations Center
Press, Evan Lee, Santo Domingo to Foreign Service Institute
Priluker, Charlotte, African Affairs to Mogadishu
Rahr, Andrew C., Dakar to Singapore
Ramos, Albert L., Bogota to Inter-American Affairs
Ravnholt, Astrid M., Colombo to Tokyo
Render, Arlene, African Affairs to Brazzaville
Roberts, Judith A., Frankfurt to Managua
Rohal, John A., Office of Operations, Programs and Engineering Division to Manila
Sarofeen, Robert A., Barranqilla to Jakarta
Sawyer, Roger Everett, Zurich to New Delhi
Schmidt, Laura M., Nicosia to Visa Office
Schmidt, Ralph D., Singapore to Tokyo
Schrage, William F., Department of Commerce to European Affairs
Schuster, William E., Amman to Near Eastern and South Asian Affairs
Shaw, John B., Rio de Janiero to Monrovia
Sinclair, Agnes S., European Affairs to Barcelona
Smith Jr., Wilbert, Nairobi to Santo Domingo
Smith, Beverly J., Bureau of Personnel to Warsaw
Smith, Rebecca J., Johannesburg to Dar-es-Salaam
Snider Jr., George R., Inter-American Affairs to Brasilia
Spitzel, Gary B., Georgetown to Inter-American Affairs
Spitzer, Craig A., Moscow to Kigali
Steinberg, Donald K., Foreign Service Institute to Kuala Lumpur
Stevens, Lawrence E., Calcutta to Budapest
Stillman, Linda C., Suva to Wellington
Strelick, Arthur P., Madras to Valletta
Surber, Russell J., Office of the Counselor to Suva
Swartz, Patricia E., Baghdad to Jakarta
Switzer, Stephanie A., Khartoum to African Affairs
Tessmer, Karen Sylvia, Near Eastern and South Asian Affairs to Brasilia
Tilles, Claudia M., Paris to European Affairs
Vaeth, Margaret, Junior Officer Corps to Japanese Affairs
Van Horn, Earl E., Office of Communications to Khartoum
Vess, Stephen L., Office of Communications to Athens
Walker, Edward Lee, Office of Communications to Singapore
Weeks, Jack D., Office of Communications to Cairo
Weidmann, Michael J., Office of Communications to Khartoum
Weisenfluh, Larry A., Monrovia to Office of Communications
White, Jane E., Medical Services to Manila
Whitt, David L., East Asian and Pacific Affairs to Bangkok
Williams, George E., Gaborone to Berlin
Williams, Nicholas Malcolm, Guadalajara to Lagos
Williams, Roland L., Brasilia to Tel Aviv
Wilson, Daniel T., Office of Communications to Manila
Woodruff, Arthur H., Bureau of Personnel to Bangui

Resignations

Bargmann, Elizabeth A., Jidda
Barnett, Forrest W., Politico-Military Affairs
Berlin, Calvin C., Commerce Department
Bligh Jr., John W., Commerce Department
Brennan, Kevin C., Commerce Department
Browning, Jeanette C., Calcutta
Bryant, Edward W.M., Commerce Department
Castelle, Paul, Madrid
Christiano, Joseph F., Commerce Department
Cochran, Herbert A., Commerce Department
Coe, Andrew Stephenson, Near Eastern and South Asian Affairs
Elmore, Susan R., Medical Services
Fouche, Helen, La Paz
Goffe, William Gregory, Bureau of Personnel
Grant, William B., Defense Department
Hill, Gordon E., Bureau of Personnel
Holmes IV, Christian R., Refugee Programs
Kenney, Mary M., Ankara
May, James N., Frankfurt
Mayfield, Stephanie, Commerce Department
McCown Jr., Henry Young, Munich
Miller, Russell, Cyprus
Mu, George, Commerce Department
O'Connor, Patrick T., Commerce Department
Patenaude, Richard A., Protocol
Romano, Adrienne J., Mexico
Rush, Barney S., Office of Under Secretary for Economic Affairs
Ryan, Sharon P., Cairo
Scogna, Baldwin Paul, Port-au-Prince
Sherwood, Harrison B., Commerce Department
Sowers, Don Kenneth, African Affairs
Taher, Daniel, Commerce Department
Trader, Donald Paul, Commerce Department
West, John C., Jidda
Wilson, Dan A., Commerce Department

Retirements

Griffith, John C., Bureau of Personnel
Kaufman, Robert E., International Organization Affairs
McAndrew, J. Thomas, East Asian and Pacific Affairs
Petree, Richard W., International Organization Affairs ☐

Rinden is in 'hall of fame'

Robert Watland Rinden, retired Foreign Service officer, has been inducted into the alumni hall of fame at William Penn College, Oskaloosa, Io., where he is professor-in-residence. Mr. Rinden was cited for a "distinguished career record" that included service in China and Taiwan. ■

—*(Continued from Page 1)*

officials around on first-class tickets at the taxpayers' expense, but I suspect that many of them originate in wounded personal vanity.

Angus Ward (may the Lord bring peace to his honest old soul) once told me, when he insisted on keeping his battered old ambassadorial Chevrolet in Kabul, rather than accept a proffered but impractical Chrysler Imperial, that the prestige of two states was so firmly fixed that it would not be diminished if one of their ambassadors were to turn up at the foreign ministry pushing a wheelbarrow. He referred, of course, to the United States and the Soviet Union.

To come back to the problem of the personal safety of U.S. diplomats. We had a policy which very effectively, for about a decade, minimized the risk of kidnapping and holding for ransom and even of assassination. It was a simple, short and sweet policy which sometimes costs a little but pays off heavily. It is: don't negotiate anything with kidnappers. A few people may be killed before the world believes you, but after it believes you the only reason to kidnap and kill American officials is kookiness, not rationality. If the United States had continued to follow that established and rational policy instead of going ape and sending Ramsey Clark to ayatollahs with panicky apologetic letters, our people in Tehran would have been back a lot sooner and the tailfeathers of the United States would still be intact.

Sincerely,
JOHN W. BOWLING
FSO (ret.) ☐

Havana hangout

WASHINGTON

DEAR SIR:

I can very well identify myself with the frustrations of trying to bring a car into Cuba since I cannot even get a telephone call through to my father in Havana. But. . .let me tell James Butler (STATE, May) that the famous place for sipping the "mojito" was La Bodeguita (not Bodagita) del Medio.

Sincerely,
OILDA DEL CASTILLO
ICA ☐

WE TAKE A BREAK

In keeping with STATE'S annual practice, there will be no August issue of the magazine. There will be a combined August/September issue with an earlier copy deadline—on August 10.

Re Open Forum

WASHINGTON

DEAR SIR:

On Page 15 of the May issue, you identified Sanford Watzman (newly-elected vice chairman of Open Forum) as a former member of the Arab-Israeli Working Group. For the record, the group in question was never called that. Created in the winter of 1979 as the Working Group on the Palestinian Question, the name changed in the summer of 1980 to the Palestine-Israeli Working Group, which it is still called. The difference is important, because while the resolution of the Palestinian issue is central to peace in the Middle East, it is only part of the larger Arab-Israeli conflict. While we do of course take into consideration the entire conflict, our focus so far has been to seek ways to bring the Palestinians and Israelis together.

If any of your readers wish to know more about the Palestine-Israeli Working Group or would like to attend our regular meetings, please ask them to write to me at IO/EX/DAR, Room 3428, or phone me at 27994.

Sincerely,
LARRY W. ROEDER JR.
Chairman, Palestine-Israeli
Working Group ☐

The 'Day' that was

PARIS

DEAR SIR:

It appears to me. . .that we [secretaries] are at times, for want of a better word, "neglected" when it comes to national "Days." "National Secretary's Day" has come—and gone. It was on April 22. . .[It seems to] have gone completely unnoticed . . .by most supervisors. . .

Why didn't the Department care enough to send out a worldwide telegram in sufficient time for our bosses to do something about it, if they so desired? I personally feel—and I KNOW I speak for all the other secretaries here, and probably at other posts—that we are important enough to be honored in some small way on our national "Day."

Sincerely,
LENORE JOSEPHSON
Secretary, U.S. embassy ☐

Ol' Eagle Eye

WASHINGTON

DEAR SIR:

Let me be the first to enter the

Transfer Tremors . . . . by ebp

I was almost transferred to BUCHAREST, but being an old ROMAN I Accepted an Italian assignment instead.

I was almost transferred to BUENOS AIRES, but the only opening was for a sARGENT IN A security guard unit.

I was almost transferred to OKINAWA, but the choice didn't leave me iN A HAppy frame of mind.

David Wagner, Stephen Kish mystery contest, highlighted on Page 42 of your May issue. My guess is that David Wagner is second from the left, and Stephen Kish is the one in the center. Please let me know if I have won a prize.

Sincerely,
JACQUES PAUL KLEIN
Bureau of Personnel

Indeed you have. Jacques Paul Klein, above, center, with glasses, wearing tie, hereby is awarded STATE'S 1981 Prize for Perspicacity. ☐

Identity problem

AMSTERDAM, NETHERLANDS

DEAR SIR:

Your May edition of "STATE, the Newsletter. . ." published my communication which you entitled: "Our secret is out." May I suggest you entitle this missive: "The Plot Thickens."

My original letter drew attention to the fact that your new cover-page format had been altered, specifically from the bold and familiar heading of Department of State NEWSLETTER to the shy and almost inconspicuous STATE the Newsletter.

But alas, I find that surprisingly enough on Page 1, under "Editorial staff," you refer to your wonderfully informative publication as "STATE magazine (formerly the Department of State NEWSLETTER)." If this be the ultimate truth, then should we not be thinking about changing, but not without heart-rending nostalgia, the front page format from STATE the Newsletter to STATE magazine?

Sincerely,
MICHAEL M. SHERMAN ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

News conference, 5/22/81 (Current Policy No. 281).

"Peaceful Progress in Developing Nations," Fairfield University, Fairfield, Conn., 5/24/81 (Current Policy No. 280).

"Foreign Policy and the American Spirit," Hillsdale College, Hillsdale, Mich., 5/16/81 (Current Policy No. 277).

"NATO and Restoring U.S. Leadership," Syracuse University, Syracuse, N.Y., 5/9/81 (Current Policy No. 276).

International economics

"International Economic Policy Priorities," Assistant Secretary Hormats, International Insurance Advisory Council, New York, 5/19/81 (Current Policy No. 278).

"Economic Growth of OECD Countries, 1970-80," INR report, 3/9/81 (Special Report No. 82).

Security assistance

"Arms Transfers and the National Interest," James L. Buckley, under secretary of state for security assistance, science and technology, Aerospace Industries Association, Williamsburg, Va., 5/21/81 (Current Policy No. 279).

GIST

U.S. prosperity and the developing countries (6/81).

International terrorism (6/81).

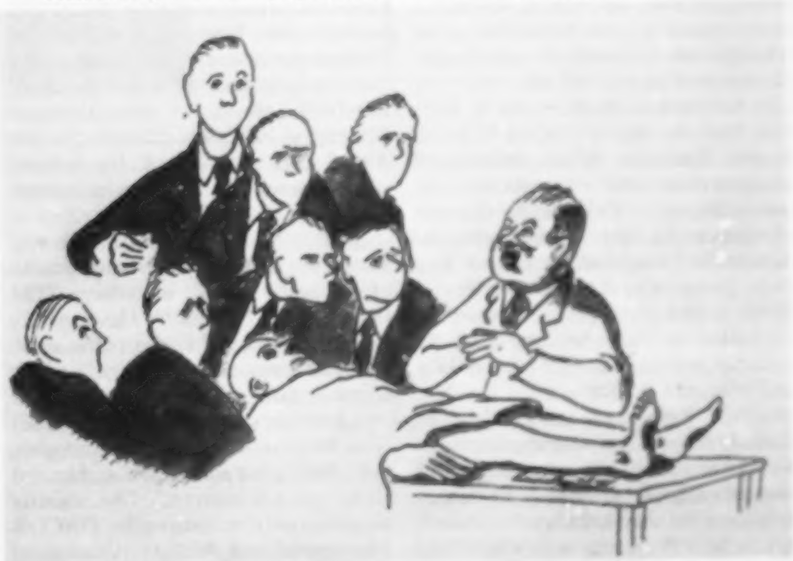
U.S. assistance to El Salvador (5/81).

Indochinese refugees (5/81).

U.S. trade policy (5/81).

Background Notes

China (6/81).
Indonesia (5/81).
Maldives (4/81).
Mexico (4/81).
Pakistan (4/81). ☐



Country team reviews case of the junior officer who red-penciled the ambassador's draft.

Obituaries

Charles W. Yost, former ambassador to the United Nations, Laos, Syria and Morocco, died of cancer on May 21 at Georgetown University Hospital. He was 73.

Mr. Yost

Mr. Yost, a native of New York, was a graduate of Princeton University and studied at the University of Paris for a year. Joining the Foreign Service in 1930, he served as consular officer in Alexandria, then Warsaw. Returning to Washington, he was assistant chief of the Division of Arms-Munitions Control from 1935 until 1942, when he became assistant chief of the Division of Special Research. In 1945, he attended the Dumbarton Oaks Conference, the San Francisco Conference on International Organizations, where the United Nations was organized, and the Berlin Conference. Later that year, he was detailed to the India-Burma theater as political adviser to the commanding general.

Before his 1946 appointment as political adviser to the U.S. delegation to the United Nations, he was chargé for brief periods in Bangkok and Prague. He was in Vienna, 1947-49.

Assigned to Washington in 1949, Mr. Yost was director of the Office of Eastern European Affairs. Subsequent assignments were to Athens as counselor, and to Vienna as deputy chief of mission. In 1954, he was appointed minister to Laos, then became the first U.S. ambassador to that country in 1955. After serving as minister-counselor in Paris for one year, he became ambassador to Syria in 1957 and Morocco in 1958.

Mr. Yost was assigned to the United Nations as deputy to Adlai Stevenson in 1961. He resigned in 1966 after staying on as deputy to Arthur Goldberg for one year after Stevenson's death. In 1969, he returned to the United Nations as permanent U.S. representative.

***Mr. Yost* is sworn in as career ambassador in 1964. At right is *Adlai Stevenson*, then U.S. representative to the United Nations. *T. P. Schottke Jr.*, administrative officer of the mission, is at left.**

Retiring in 1970, he taught at the Columbia University School of International Affairs and the Georgetown University School of Foreign Service. He was head of the National Committee on U.S.-China Relations, trustee of the American University in Cairo, director of the Aspen Institute program for cultural exchanges with Iran, and cochairman of Americans for SALT.

Mr. Yost wrote a syndicated newspaper column. He was the author of several books, including "The Insecurity of Nations," "The Conduct and Misconduct of Foreign Relations" and "History and Memory," which appeared last year.

Survivors include his wife, of 2801 New Mexico Ave. N.W., Washington, D.C. 20007, two sons, one daughter and three grandchildren. The family suggests contributions to the DACOR Educational and Welfare Foundation, Washington. □

Raymond L. Thurston, 68, who served as ambassador to Haiti, 1961-63, and Somalia, 1965-69, died of cancer in Sarasota, Fla., on May 12.

Mr. Thurston
(1961 photo)

An authority on Soviet and eastern European affairs, Mr. Thurston served in Moscow, 1949-51, as consular officer, counselor and political officer. He was counselor and political officer in Paris at Supreme Headquarters of the Allied Powers in Europe, then became a NATO adviser in 1961. After an assignment as a faculty adviser at the Air War College, he was appointed adviser to the commandant of the Air University in 1964.

His Department assignments included assistant chief of the Division of Mid-Eastern and Indian Affairs, 1946-48; assistant chief of the Division of South Asian Affairs, 1948; and deputy director, then director, of the Office of Eastern European Affairs, 1952-55.

During the early years of his career, which began in 1937, Mr. Thurston served as a consular officer in Toronto, Naples and Bombay. He was detailed to the National War College, 1951-52, and was deputy chief of mission in Athens, 1955-56. After retiring in 1969, he taught political science at the University of Nevada for two years. He then worked for the Chapman College World Campus Afloat Program, where he was a dean and taught international studies until retiring again in the mid-'70s.

A Phi Beta Kappa, Mr. Thurston graduated with highest honors from the University of Texas, where he earned a master's. In 1937 he completed a Ph.D. in political science from the University of Wisconsin. Mr. Thurston was a native of Missouri. Survivors include his wife, of 5400 Ocean Blvd., Apt. 3-1, Sarasota, Fla. 33581, a daughter, a stepdaughter and two sisters. □

Harold F. Linder, 80, a former assistant secretary for economic affairs, head of the Export-Import Bank and ambassador to Canada, died in Lenox Hill Hospital, New York, on June 22 after a heart attack.

Mr. Linder

An investment banker, Mr. Linder was president of Cornell, Linder & Co. from 1925 to 1933. In that year he became a partner in the investment banking firm of Carl M. Loeb & Co. (now Loeb, Rhoades & Co.). In 1941 he became an adviser to a War Department board. During World War II he served as a commander in the Naval Reserve. He later was a volunteer representative in London of the American Joint Distribution Committee, an organization which assisted Jewish refugees from Nazi Germany.

Mr. Linder was appointed deputy assistant secretary for economic affairs in 1951, and the following year he became assistant secretary. From 1953 to 1961 he was president and chairman of the Export-Import Bank, and from 1968 to 1969 he was the envoy to Canada.

He served on several corporate boards, including General American Investors Co. in New York. He also was chairman of the board of trustees of the Institute for Advanced Study at Princeton; a member of the finance committee of the Smithsonian Institution; a director of the Foreign Policy Association and the Institute for International Education; and a member of the advisory council of the Johns Hopkins School for Advanced International Studies and the Council on Foreign Relations. He was a member of the Cosmos Club in Washington and the Century Association in New York.

Mr. Linder's wife, Bertha, died in 1975. He leaves two daughters, his mother and two grandchildren. □

Stanley S. Carpenter, 64, a retired Foreign Service officer, died in Arlington Hospital on June 20 after a heart attack. He had joined the Service in October 1947, retiring in 1977. During his career he held assignments as consular officer in Kobe and London, political officer in Tokyo and counselor and consul general in Copenhagen.

Mr. Carpenter

In 1965 he was director of the Department's Evaluation Program. Two years later he was detailed to the Department of the Army as civilian administrator of the Ryukyu Islands, with the personal rank of minister. Mr. Carpenter returned to State in 1969 as executive director of the Bureau of European Affairs. In 1972 he was detailed to the Department of the Interior, where he later became alternate U.S. commissioner at the South Pacific Commission Conference and a deputy assistant secretary for territorial affairs. After his retirement he was a consultant to State.

Mr. Carpenter received a bachelor's from Wheaton College and a master's and doctorate from the University of Illinois. He received State's Superior Honor Award, Interior's Superior Service Award, and the Army's Distinguished Civilian Service Award. He was a member of Diplomatic and Consular Officers, Retired.

Mr. Carpenter's survivors include Mrs. Carpenter, of 3169 N. Pollard Street, Arlington, Va. 22207; a son, a daughter, three sisters and two grandchildren. The family suggests contributions to the DACOR Scholarship Fund, 1718 H Street N.W., Washington, D.C. □

Patricia A. Johnson, 73, wife of retired Ambassador U. Alexis Johnson, and mother of Stephan T. Johnson, a political officer in Bucharest, died of pneumonia at Sibley Memorial Hospital on June 3.

Mrs. Johnson

During the early '50s, Mrs. Johnson, who accompanied her husband to his many posts, organized the first Diplomatic Wives Club in Czechoslovakia. Recognized for her charitable and volunteer work, she received an award from the queen of Thailand in 1960 for her work with the Red Cross and other Thai charities. In the late '60s, while living in Tokyo, she did volunteer work for the benefit of wounded Vietnam veterans who were in hospitals in Japan. Founder of the Washington-Bangkok Women's Club, Mrs. Johnson was a member of the Daughters of the American Revolution, was an honorary member of the Washington-Tokyo Women's Club, and served as honorary vice president of the Washington chapter of Ikebana International.

Mrs. Johnson, a native of Hyattsville, attended Central High School and later was awarded the alumni association's Distinguished Honor Award. She also attended the University of California. Besides her husband, of 3133 Connecticut Ave. N.W., #627, Washington, D.C. 20008, and her son, Stephan, she leaves another son, two daughters, a half-sister, a half-brother and seven grandchildren. The family suggests contributions to the Association of American Foreign Service Women. □

Clifford J. Glennon, who retired in 1971 after serving as budget and management officer in Vientiane, died on May 25. He was 68.

His first assignment was to Addis Ababa in 1948. Mr. Glennon served as administrative assistant in Pretoria from 1950 until 1952, when he was appointed disbursement officer in Johannesburg. After assignments to Belgrade and New Delhi as fiscal officer, he returned to the Department, where he was a systems accountant, then a management analyst. In 1964, he was transferred to Addis Ababa, where he served until 1967, when he was assigned to Vientiane.

Mr. Glennon

Mr. Glennon, a native of New York, worked as a tax accountant, 1933-42, and as an administrative specialist for an airways company, 1946-47. He served overseas in the Army during the war. Survivors include his wife, of 1156 Pacific St., Idaho Falls, Id. □

Christine S. Alcombrak, 31, a passport examiner at the Houston Passport Office since 1979, died at her home on June 15. Born in Washington, she worked in the Seattle Passport Office as a clerk, 1974-77. She was assigned to the Los Angeles Passport Office for two years, then was transferred to Houston, where she was promoted to passport examiner. Survivors include her parents, Mr. and Mrs. John Carlson, 902 11th St. N.W., Puyallup, Wash. 98371. □

Dorothy E. Williams, 63, for many years a Foreign Service nurse in the Health Unit, Foreign Service Institute, until her retirement in March 1979, died of cancer at Vandenburg Air Force Hospital on June 6.

Mrs. Williams served as a nurse in the Army during World War II. She traveled with her husband, who also was in the military. After his retirement, she joined the Department's Medical Division in August 1964. Survivors include her husband, William W., and two sons, Paul and David, of the home address, 1612 Shepherd Drive, Pasa Robles, Calif. 93446. □

Mrs Williams

Hyman Bloom, 64, a retired Foreign Service officer, died on May 27. Joining the Service in April 1942, he held assignments in Managua, Chungking and Washington until 1949, when he became principal officer in Accra. Mr. Bloom later was chief of the consular section, Santiago, 1952-53, and consular officer in Naples, 1953-56.

He returned to Washington in 1957 to become a professor at the Foreign Service Institute's School of International Studies. He was appointed staff assistant the following year. In 1960 he was assigned as deputy principal officer in Porto Alegre. From 1962 to 1965 he was principal officer in Belem. He then was deputy principal officer in Recife, 1965-67; principal officer in Ponta Delgada, 1967-73, and consul in Lisbon, 1973-74. He retired in August 1974.

Mr. Bloom leaves his wife, Iracy Santos Bloom, of Rua Jose Bensaude, 90-A, 9500 Ponta Delgada, S. Miguel, Azores. □

William P. Richmond Jr., 72, a regional communications officer who served in Paris for 15 years, died of a heart attack while playing golf near his home in Gullane, Scotland.

Joining the Foreign Service in 1949, Mr. Richmond served in Paris until 1964, when he was transferred to Addis Ababa. He also served in Nairobi for three years before retiring in 1969.

Mr. Richmond was a major in the Army and served overseas during the war. He was employed in private enterprise as district manager of a telegraph company, 1930-39; vice president of an airline delivery service, 1939-42; and vice president and manager of a radio sales corporation, 1946-49. Survivors include his wife, of 70 Celestial Way #205, Juno Beach, Fla. 33480, two sons and a daughter. □

Louis Bohmrich, 76, whose last assignment was to Ankara as first secretary in 1959, died on March 30. Joining the Department in 1945, he was chief of the Administrative Operations Division in the Office of Foreign Liquidation. Assigned to the U.S. delegation to the United Nations in 1946, as an administrative officer, he was a member of the U.S. delegation of the third and sixth sessions of the UN General Assembly in Paris. In 1955, he was appointed chief of the Division of Administrative and Conference Services at the United Nations. Mr. Bohmrich was first secretary and consular officer in Djakarta, 1955-57, and a management officer of the Brussels Universal and International Exhibition 58. He retired in 1961.

Before joining the Department, Mr. Bohmrich worked for the Securities and Exchange Commission, the Lend-Lease Administration and the Foreign Economic Administration. He was a graduate of Harvard, and attended George Washington University law school. Survivors include his wife, of 1505 Kendall Dr., Boulder, Colo. 80303. □

Ralph J. Blake, 74, a consular officer who retired in 1964 after serving in Tokyo as counselor of consular affairs and consul general, died on April 25. Early assignments in his career, which began in 1926, were to Nuevo Laredo, Tsinan, Harbin, Osaka, Tokyo and Brisbane. After serving as second secretary and consular officer in Chungking, 1945-46, he was assigned to

Taipei as consular officer. He was consul general in Barcelona and Kobe, and counselor and consul general in Madrid, 1955-60.

Mr. Blake, a native of Oregon, graduated from the Georgetown School of Foreign Service. Survivors include his wife, of 2411 Ocean Vista Dr., Seaside, Ore. 97138. □

Mary Cooke (Polly) Jones, 68, widow of Ambassador G. Lewis Jones, who died in 1971, and a former president of the Association of American Foreign Service Women, died after a heart attack at Georgetown University Hospital on June 8.

Accompanying her husband to posts, Mrs. Jones lived in Greece, Egypt, Great Britain, Iran and Tunisia, where Mr. Jones was the first U.S. ambassador. A native of Washington, D.C., she was a graduate of the National Cathedral School for Girls and Bryn Mawr College. Mrs. Jones was a member of the National Cathedral Association and was a tour guide at the Washington Cathedral for many years.

Survivors include 2 sons, a daughter, a sister and two grandchildren. The family suggests contributions to the Polly C. Jones Memorial Fund, c/o The Washington Cathedral, Washington, D.C. 20016. □

Dr. Edward S. Vanderhoff, 67, for many years a Foreign Service public health adviser, died on June 13. A native of Minnesota, he received a medical doctor's degree from the University of Minnesota in 1939. He was in the Army from 1939 to 1945. Following his training in surgery, he became a staff surgeon with the Veterans Administration, 1949-50, and then engaged in private practice until 1967.

Dr. Vanderhoff joined the Foreign Service Reserve in 1967 as an AID medical officer in Saigon. He later was a public health physician there. Then followed assignments as assistant director of public health and health-family officer, with AID in Bangkok, 1974-75, and public health adviser, with AID in Jakarta, 1976-78. He later served in Washington until his retirement in March 1979.

His survivors include his wife, Mrs. Vien Vanderhoff, 2903 Thea Lane, Valdosta, Ga. 31601. □

Carleton S. Coon, 76, a social anthropologist and father of Ambassador Carleton S. Coon Jr., died at his home in Gloucester, Mass., after a long illness, on June 3. He was the author of several books including "The Story of Man," "The Origin of Races" and "A Reader in General Anthropology."

Mr. Coon was a graduate of Harvard University and earned a doctoral in anthropology there in 1928. He taught anthropology at Harvard for nearly 20 years. From 1948 until his retirement in 1963, he taught at the University of Pennsylvania. In addition to his son, he leaves his wife and a second son. □

Pitman Benjamin Potter, 89, the husband of former Foreign Service officer Margaret H. Potter, who retired in 1962, died at his home in Washington on April 17. Mr. Potter, a former professor of political science and international law, served on a panel of Foreign Service examiners in the late '40s. Besides his wife, of 3900 Watson Pl. N.W., Washington, D.C. 20016, he leaves three sons, one daughter and nine grandsons. ■

Bruno, the aging celebrated watchdog long employed by U.S. Foreign Service officers serving in Hong Kong, died on April 20, the victim of a careless automobile driver. He first became known to Americans in the mid-'60s when, as an underfed puppy, he appeared as a squatter-tenant at 15 Mt. Cameron Road, the home of a succession of senior U.S officers. He was transferred recently to the residence of the administrative officer.

"In exchange for his assigned duties as guardian of U.S. Government property," said a story about Bruno in STATE, last February, "he earned a rent-free, comfortable abode, an adequate food ration and the privilege of living in pleasant surroundings. . .But he never became anyone's personal pet. . .That would have been beneath the dignity of his position."

Burial for Bruno was to the rear of the tennis court at the residence of the U.S. consul general. He had developed a wide acquaintanceship over the years with Americans working in or visiting Hong Kong. An obituary prepared by the post said: "Cards of condolence can be sent to the Administrative Office, American Consulate General, Hong Kong."

Library Booklist

The People's Republic of China

First part of a two-part bibliography*

Periodicals

Beijing Review: a Chinese weekly of news and views. Beijing, China, Guoji Shudian. Weekly, 1958 to date. P337;DS701.P4 (Formerly *Peking Review.*)

China Business Review; the magazine of the National Council for U.S.-China trade. Washington, D.C., Monthly, 1980 to date. C445 (Contains articles and statistics on trade and business.)

The China Quarterly; an international journal of the study of China. London, Contemporary China Institute School of Oriental and African Studies, London University, 1960 to date. C451.4;DS701.C55

Contemporary China. Edited by East Asian Institute, Columbia University, Boulder, CO., Westview Press. 1977 to date. Frequency varie C.731;DS779.15.C6

Foreign Broadcasting Information Service Daily Report: People's Republic of China. Washington, U.S. Dept. of Commerce. 1975 to date. Microfiche. (Translations of Chinese broadcasts, news agency releases, newspapers and periodicals.)

Jiefangjun huabao. (Liberation Army Pictorial.) Peking, Chieh fang chun hua pao she. Monthly, 1979 to date. J431.25 (Pictures of modern China.)

Modern China; an international quarterly of history and social science. Beverly Hills, CA, Sage Publications. 1975 to date. M785;DS701.M5

Quarterly Economic Review: China, Hong Kong, North Korea. London, Economist Intelligence Unit. 1953 to date. E252;HC426.Q3

Translations on People's Republic of China. Washington, D.C., U.S. Joint Publications Research Service. Frequency varies. 1978 to date. Microfiche. (Translations of articles from Chinese periodicals, newspapers, books and broadcasts. Covers agriculture, economics, science, technology, politics, sociology and military affairs.)

History

Adelman, Jonathan R. *The revolutionary armies: the historical development of the Soviet and Chinese people's liberation armies.* Westport, Conn., Greenwood Press, 1980. 230p. UA837.A62

Barber, Noel. *The fall of Shanghai.* New York, Coward, McCann & Geoghegan, 1979. 248p. DS796.S257B37 (On the Communist takeover of Shanghai in 1949.)

Chang, Chun-shu. *Premodern China; a bibliographical introduction.* Ann Arbor, Center for Chinese Studies, University of Michigan, 1971. 183p. Z3106.C4

Dillon, Michael. *Dictionary of Chinese history.* London, F. Cass, 1979. 240p. DS733. D55 Ref.

Fairbank, John King et al. *East Asia: tradition and transformation.* 2d ed. Boston, Houghton Mifflin, 1977. On order. (History of China and neighboring regions.)

Reardon-Anderson, James. *Yenan and the great powers: the origins of Chinese communist foreign policy, 1944-46.* New York, Columbia Univ. Press, 1980. 216p. DS740.5. U5R4

Schiffren, Harold Z. *Sun Yat-sen, reluctant revolutionary.* Boston, Little, Brown, 1980. 290p. DS777.S38

Stueck, William Whitney. *The road to confrontation: American policy toward China and Korea, 1947-1950.* Chapel Hill, University of North Carolina, 1981. 326p. DS910.2.U5S88

Terrill, Ross. *Mao: a biography.* New York, Harper & Row, 1980. 481p. DS778.M3T45

Wilson, Dick. *The people's emperor, Mao: a biography of Mao Tse-tung.* 1st ed. Garden City, N.Y., Doubleday, 1980. 530p. DS778. M3W46 1980

General

Bonavia, David. *The Chinese.* New York, Lippincott & Crowell, 1980. 290p. DS724.B66 (A view of life in modern China.)

Brugger, Bill, ed. *China since the 'Gang of Four.'* New York, St. Martin's, 1980. 281p. DS779.2.C45

Chen, Jack. *The Chinese of America.* San Francisco, Harper & Row, 1980. 274p. E184. C5C458

China handbook. Hong Kong, Ta Kung Pao, 1980. 475p. DS706.C3955 Ref. (Encyclopedic resource.)

Choudhury, Golam Wahed. *Chinese perception of the world.* Washington, D.C., University Press of America, 1977. 105p. DS740.4.C56

Chow, Ching Li. *Journey in tears: memory of a girlhood in China.* New York, McGraw-Hill, 1978. 262p. CT1828.C544A3413

Chu, Godwin C. and F. L. Hsu, eds. *Moving a mountain: cultural change in China.* Honolulu, Published for the East-West Center by the Univ. of Hawaii, 1979. 446p. DS724.M67

Croll, Elisabeth J. *Women in rural development: the People's Republic of China.* Geneva, International Labor Office, 1979. 61p. HQ1736.C76

Dawson, Raymond Stanley. *The Chinese experience.* New York, Scribner, 1978. 318p. DS721.D295

Defense Mapping Agency. Topographic Center. *Gazeteer of the People's Republic of China; Pinyin to Wade-Giles, Wade-Giles to Pinyin.* Washington, D.C., July 1979. 919p. DS705. D43 Ref.

De Keijzer, Arne J. and Frederic M. Kaplan. *The China guidebook; 1980/81 ed.* New York, Eurasia Press, 1980. 445p. DS712.D4 1980/81 Ref.

Ebrey, Patricia Buckley, ed. *Chinese civilization and society; a sourcebook.* New York, Free Press, 1981. 429p. DS721.C517

Grayson, Benson Lee, ed. *The American image of China.* New York, Ungar, 1979. DS740.5. U5A73

Hinton, Harold C. *The People's Republic of China: a handbook.* Boulder, CO., Westview Press, 1979. 443p. DS706.P38 Ref.

Hinton, Harold C., ed. *The People's Republic of China, 1949-1979; a documentary survey.* Wilmington, DE, Scholarly Resources, 1980. 5 volumes, DS777.55.P4243 Ref.

Kaplan, Frederick M. and Stephen Andors, eds. *Encyclopedia of China today.* Updated ed. Fair Lawn, NJ, Eurasia Press, 1980. 336p. On order.

MacDonald, Malcolm. *Inside China.* Photographs by William MacQuitty Boston, Little, Brown, 1980. 208p. DS774.M26 (Two longtime China observers present impressions of China today.)

Montaperto, Ronald N. and Jay Henderson, eds. *China's schools in flux: report by the State Education Leaders Delegation, National Committee on United States-China Relations.* White Plains, N.Y., M.E. Sharpe, 1979. 187p. LA1131.82.C54

Murphey, Rhoads. *The fading of the Maoist vision: city and country in China's development.* New York, Methuen, 1980. 169p. HT147. C6M87

Myrdal, Jan. *China notebook, 1975-1978.* Chicago, Liberator Press, 1979. 146p. DS7777. 55.M8913

The official guidebook of China. Edited by China Travel and Tour Press, Peking. New York, Books New China, 1980. 345p. DS712.C497 Ref.

Scherer, John L., ed. *China facts & figures annual.* Gulf Breeze, FL, Academic International Press, 1978 to date. DS779.15.C48 Ref.

Summerfield, John. *Fodor's People's Republic of China.* Fodor's Modern Guides; 1981. 514p. DS712.F75 1981 Ref.

Terrill, Ross, ed. *The China difference.* New York, Harper & Row, 1979. 335p. DS724.C56

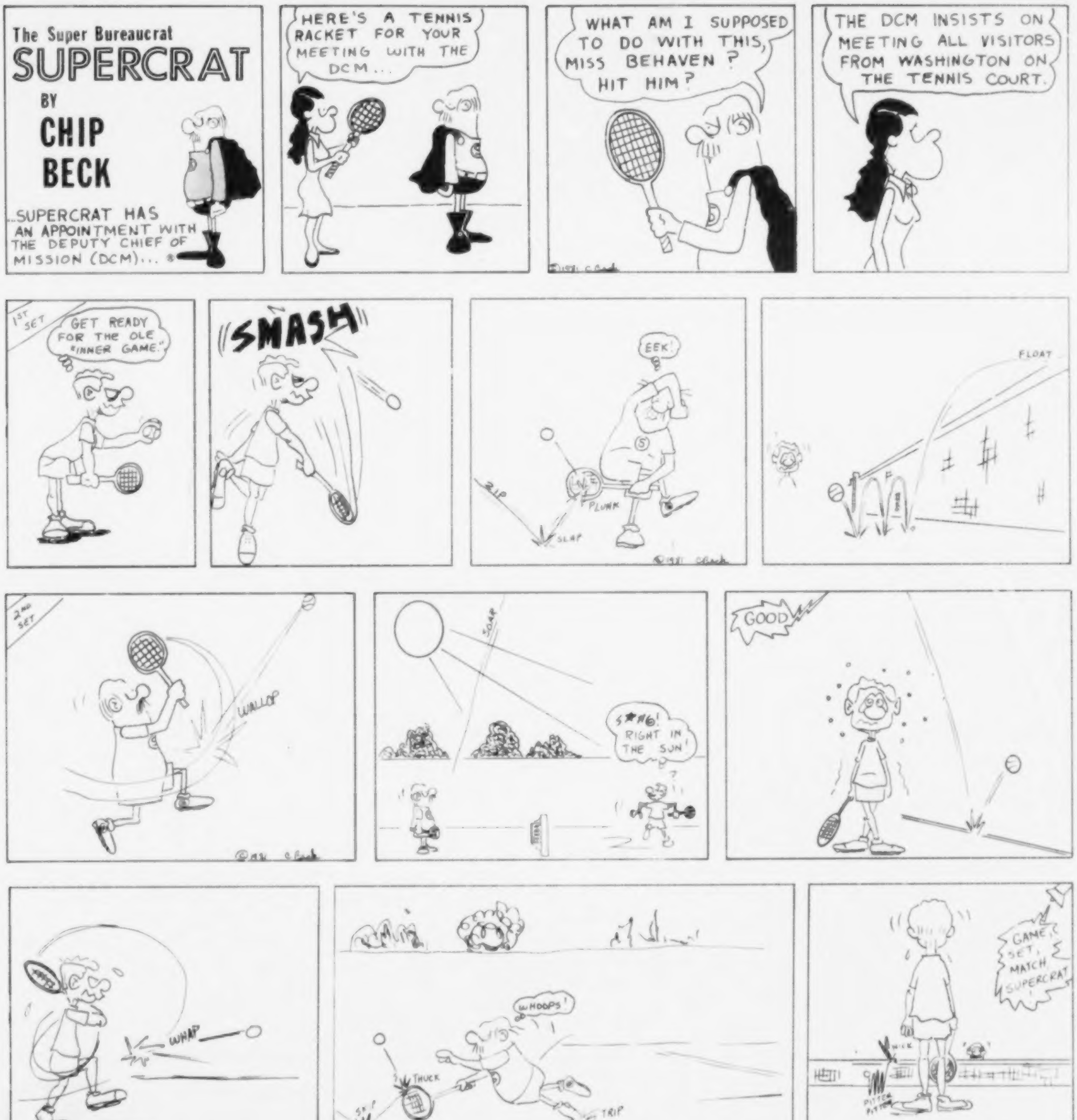
U.S. Department of the Army. *China, an analytical survey of the literature.* Washington, D.C., 1978. 231p. Z3106.U45 1978 Ref.

Whitehead, James D. et al, eds. *China and Christianity: historical and future encounters.* Notre Dame, IN, University of Notre Dame Press, 1979. 293p. BR1285.C525

Winters, Clyde Ahmad. *Mao or Muhammad: Islam in the People's Republic of China.* Hong Kong, Asian Research Services, 1979. 75p. DS731.M87W55 ■

---

*The second part will contain books on economics, trade, science, politics and foreign policy. An earlier bibliography on China appeared in the October 1978 issue of State.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
...SUPERCRAT HAS AN APPOINTMENT WITH THE DEPUTY CHIEF OF MISSION (DCM)...
HERE'S A TENNIS RACKET FOR YOUR MEETING WITH THE DCM...
WHAT AM I SUPPOSED TO DO WITH THIS, MISS BEHAVEN? HIT HIM?
©1981 C. Beck
THE DCM INSISTS ON MEETING ALL VISITORS FROM WASHINGTON ON THE TENNIS COURT.
1ST SET
GET READY FOR THE OLE "INNER GAME."
SMASH
EEK!
ZIP
PLUNK
SLAP
©1981 C. Beck
FLOAT
2ND SET
WALLOP
©1981 C. Beck
SOAR
$*#@! RIGHT IN THE SUN!
GOOD
WHAP
WHOOPS!
THUCK
SKIP
TRIP
©1981 C. Beck
GAME, SET, MATCH SUPERCRAT!
WICK
PITTER PATTER
WELL, I LEARNED ONE THING TODAY... SUPERCRAT USES THE SAME TECHNIQUE IN TENNIS THAT HE EMPLOYS TO RUN THE BUREAUCRACY...
SHOWERS
WHAT'S THAT? SUPERIOR KNOWLEDGE? EXPERIENCE?
©1981 C. Beck
BLIND LUCK.

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

U.S.MAIL

If address is incorrect
please indicate change.
Do not cover or destroy →
this address label.
Mail change of address to:
PA-OAP
Room 5815A

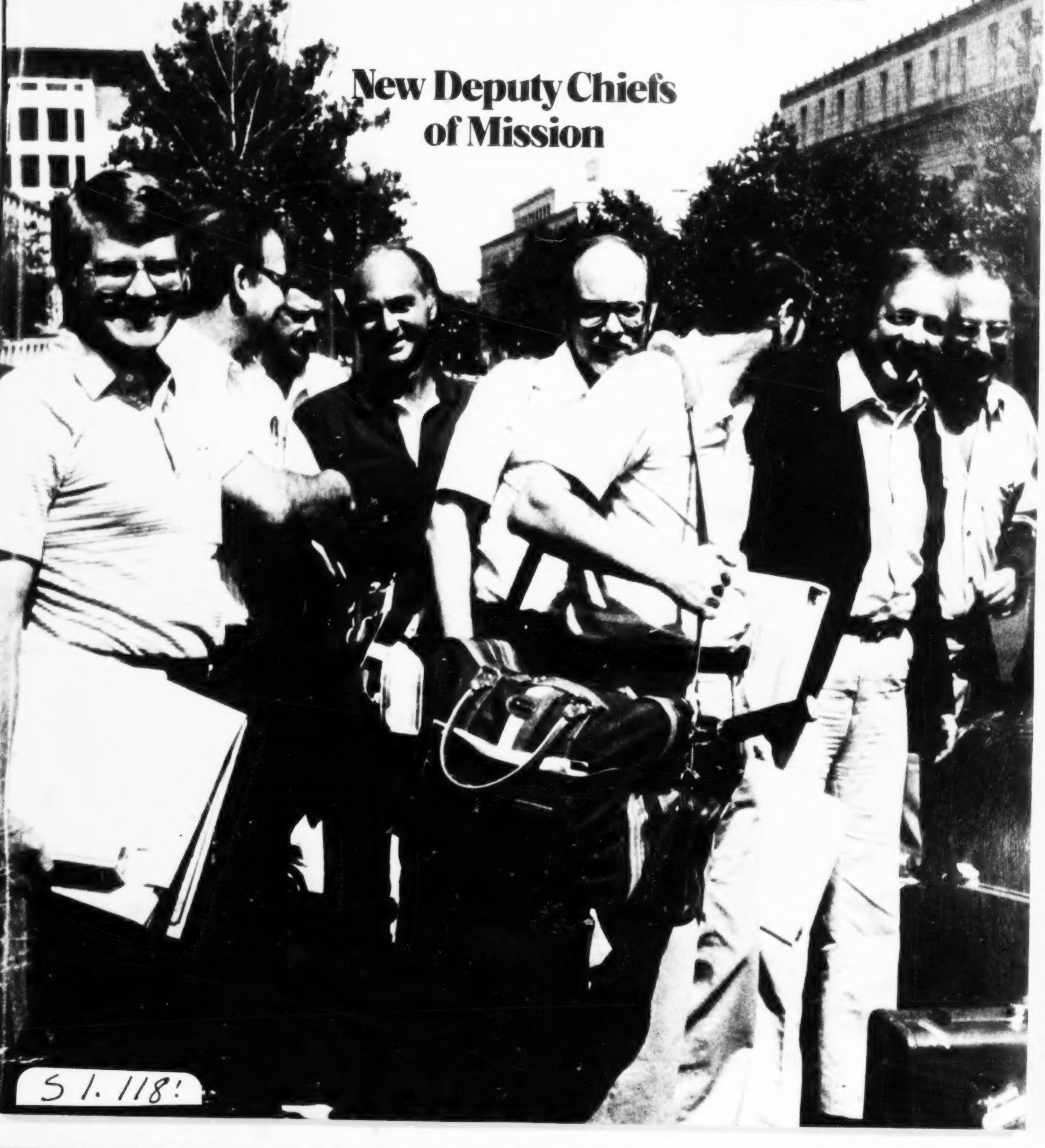
237

NEWARK PUBLIC LIBRARY
SEP 23 1981
U. S. GOVT. PUBS.
DEPOSITORY 375

State

The Newsletter | United States Department of State | Aug./Sept. 1981

New Deputy Chiefs of Mission



S1.118:

State
New Deputy Chiefs of Mission

THE COVER—The camera of *Barnett B. Lester* caught these Foreign Service officers as they returned to State from a seminar sponsored by the Foreign Service Institute at Berkeley Springs, W. Va. From left: *Marion Creekmore, Philip Cook, David Morrison, Richard Laroche, Leo Wollemborg, David Shinn, W. Dixon Boggs* and *Ford Cooper*. Story and more photos by Mr. Lester begin on Page 35.

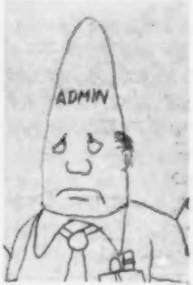
United States Department of State

State

August-September 1981
No. 237

10

14



41

48

News stories

2 Selection boards weigh officers' performances
15 Report means what it says, judge rules
18 President names 24 more ambassadors
28 3 win sabbaticals
29 Boeker discusses State's training program

Feature stories

9 Happy 100th to John Caldwell
12 Anne Wickham and her friends
39 A scientist's assessment of Foggy Bottom
45 On buying books for children: a list

Photo story

48 Post of the month: Port Moresby

Departments and features

54 Alcohol awareness
57 "American Diplomacy"
18 Appointments
52 "Ask Dr. Korcak"
77 Bureau Notes
90 Current Publications
56 Diplo-Crostic, by Becker
29 Education and Training
45 Foreign Service Families
58 Grievance Actions
28, 62 Honors and Awards
1 Letters to Editor
96 Library Booklist
88 Look-Alikes
92 New Directives
14 News Highlights
93 Obituaries
66 Personnel: Civil Service
71 Personnel: Foreign Service
74 Transfer Tremors

65 .... Updated list of career counselors

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

Letters to the Editor

Mark Twain on Tangier

MEDELLIN, COLOMBIA

DEAR SIR:

The article on the legation in Tangier in the July issue by a former consul general there might have included the following description of the consulate by Mark Twain, from the "Innocents Abroad":

"When we went to call on our American Consul-general, to-day, I noticed that all possible games for parlor amusement seemed to be represented on his center-tables. I thought that hinted at lonesomeness. The idea was correct. His is the only American family in Tangier. There are many foreign Consuls in this place; but much visiting is not indulged in. Tangier is clear out of the world, and what is the use of visiting when people have nothing on earth to talk about? There is none. So each consul's family stays at home chiefly, and amuses itself as best it can. Tangier is full of interest for one day, but after that it is a weary prison. The consul-general has been here five years, and has got enough of it to do him for a century, and is going home shortly. His family seize upon their letters and papers when the mail arrives, read them over and over again for two days or three, talk them out, and after that, for days together, they eat and drink and sleep, and ride out over the same old road, and see the same old tiresome things that even decades or centuries have scarcely changed, and say never a single word. They have literally nothing whatever to talk about. The arrival of an American man-of-war is a godsend to them. 'Oh, solitude, where are the charms which sages have seen in thy face?' It is the completest exile that I can conceive of."

Mark Twain concludes: "I would seriously recommend to the govern-

—(Continued on Page 91)

The Foreign Service

Q—What are your odds of being on the promotion list?

A—Look to the '81 precepts for some clues

By John H. Rouse

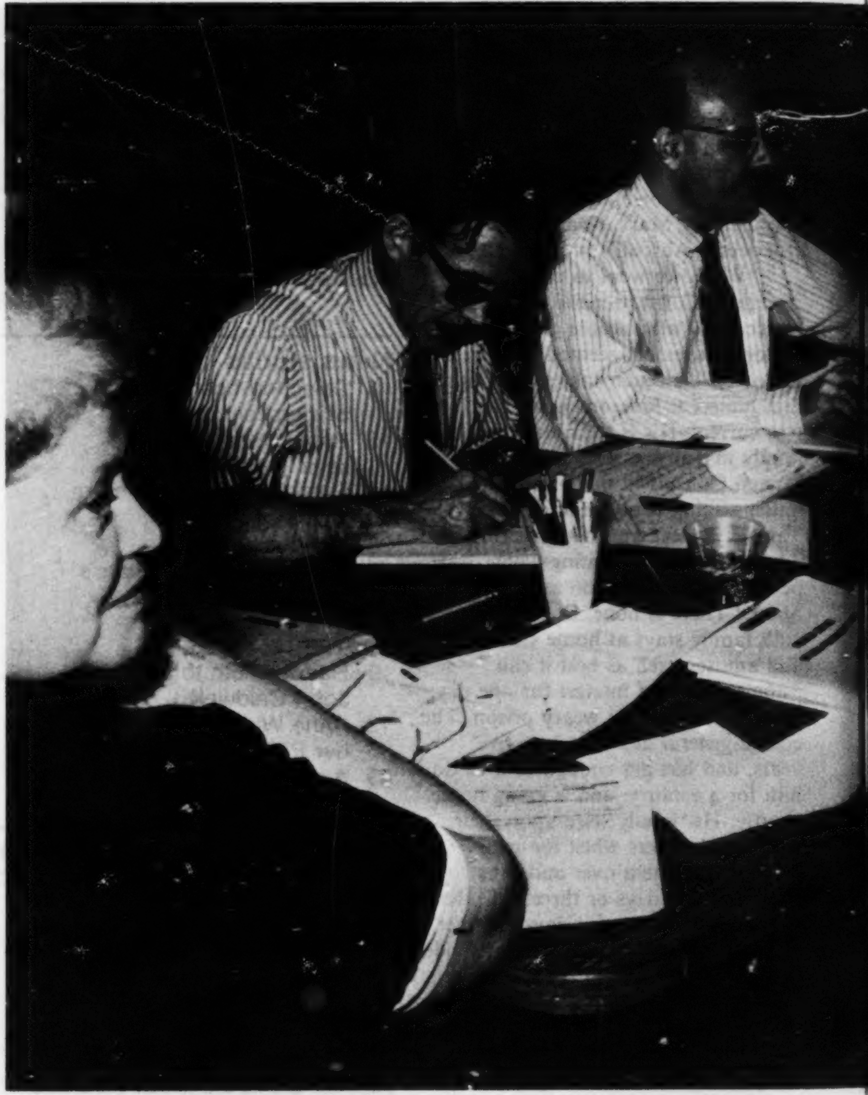
The author, a Foreign Service officer, is director of the Office of Performance Evaluation in the Bureau of Personnel.

Mr. Rouse

The 1981 selection boards are completing their work. Many members of the Foreign Service soon will be reading their names on the promotion lists; others will be wondering why they didn't make it this year; and a few will be informed that they were low-ranked, or have been referred to a performance standards board for possible selection-out.

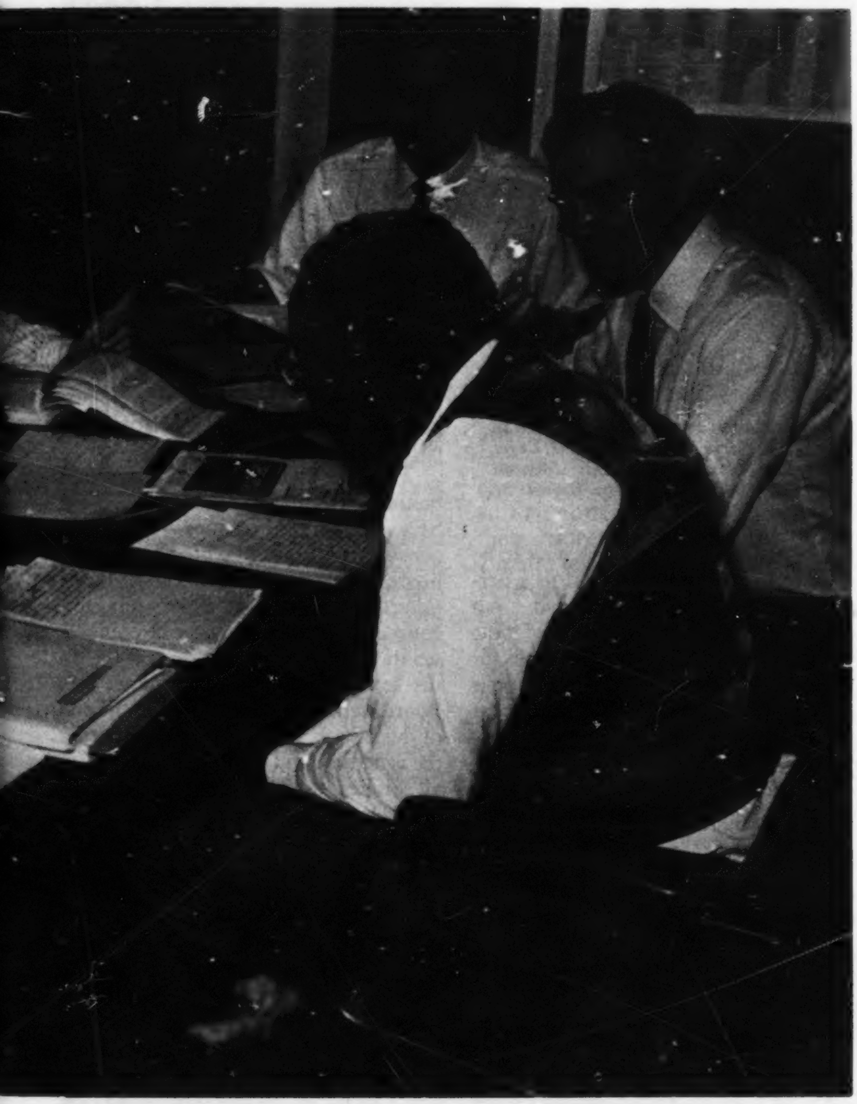
Most Foreign Service employees probably will have only the vaguest notion of how the boards compared them with their colleagues, or what criteria were used to judge them as individuals. Those who are low-ranked or not promoted will be disappointed. Some will be surprised, figuring they had done a good job and had received generally favorable evaluation reports. Still, few employees will understand why they were ranked where they were, and what they need to do now to insure that their appraisal record is as useful, positive and persuasive to future boards as their performance warrants.

To help understand selection board decisions, there is no better place to start than with the precepts—both as an explanation of what has just occurred, and also as a guide for the future to the activities and capabilities which are considered most important in demonstrating potential for promotion.



Board for consular and economic officers at Class 2 level (G-II-B) includes, clockwise: ***Nancy Ostrander, Donald K. Guthrie, Thomas Hoya, Donald R. Schoeb, A. Donald Bramante, Everett Turbon. (Photo by Glenn Hall, Visual Services)***

The annual precepts are published as Foreign Affairs Manual Circulars and are distributed to all Department offices and Foreign Service posts. The precepts establish the organization, coverage and responsibilities of selection boards. And they set forth the criteria and procedures governing the boards' work. They offer the best outline of how the promotion competition is run, and of what the boards are asked to look for in their ranking of employees. Though the precepts are revised yearly and are embodied in an annual collective bargaining agreement with the American Foreign Services Association (AFSA), the major structural and policy elements



generally endure from year to year as benchmarks for the coming rating and evaluation period.

The 1981 precepts continued many of the basic provisions from the previous year, but they also included important new elements and amendments stemming from the Foreign Service Act of 1980. For 1981, two separate sets of precepts were agreed to—one governing senior boards, charged with considering officers for promotion into and within the Senior Foreign Service (SFS), and the second set governing intermediate boards, whose province is Foreign Service personnel above the classes and occupational categories subject to administrative promotions.

Precept highlights

Both sets of precepts shared and continued many established provisions of prior years. For example, there was no change in the decision criteria that listed certain competencies. Selection boards were asked to look for evidence of these competencies, which also are included in the new employee evaluation report form, with space for comments to be made by supervisors.

Several amendments to the precepts are common to both the senior and intermediate documents.

—*Time-in-grade required for promotion consideration.* A uniform rule was adopted, applicable to all classes and occupational categories, which required that an employee must have been in grade for one year as of July 1, 1981, to be considered for promotion. Past precepts have varied time-in-grade eligibility requirements from zero to as many as three years, depending on class and occupational category. A uniform, one-year rule is based on the premise that a minimum period of documented performance is a sensible prerequisite for a soundly-based decision to promote to a higher grade at any level. Reduction in the longer time-in-grade requirements in some higher classes is a reflection of reduced maximum time-in-class for senior Foreign Service officers under the 1980 act. The new imposition of a time-in-grade rule for newly-tenured FS-4 officers should help reduce the experience that some officers have had of being low-ranked shortly after a favorable tenure decision, largely because of relatively thin files. The rule is not expected to have a major impact on promotion patterns at the FS-4 level, as average time-in-grade of recent promotees has been about three years.

—*Ineligible employees.* Employees not long enough in grade for promotion consideration were not to be considered by the boards, except for senior officers eligible for performance pay whose files were to be reviewed for that purpose only. This varied the past practice of requiring boards to review these files for possible waiver of time-in-grade requirements and other actions. The very small number of meaningful actions taken by past boards vis-a-vis the ineligible group did not justify this additional workload for already heavily-burdened boards.

—*Categories of employees considered.* Competition for promotion in 1981 was limited to Foreign Service employees with career and career-candidate appointments. Previous precepts had increasingly restricted opportunities of non-career appointees to compete for Foreign Service promotions. The principal reason for the present rule is that a limited appointee who has not been identified as a career candidate has been appointed for a specific job and specific period of time only; Foreign Service promotion opportunities generated by expected vacancies in different positions at higher levels should be allotted to Foreign Service personnel who may be expected to fill those positions.

—*Low-ranking and selection-out.* The 1981 precepts continued requirements for identification of less competitive employees, and of those who should be considered for possible selection-out—with two important modifications:

1. Whereas last year's boards were required to low-rank the bottom 10% of each competition group, boards this year were given authority to reduce that number to 5% if, in their judgment, employees beyond that number really did not warrant being considered as low-ranking. This flexibility was expected to help reduce instances where employees are advised of relative low-ranking because of the percentage requirement, but where relative weakness in performance or potential is not involved.

2. In line with the 1980 act, consideration for possible selection-out for failing to maintain the standards of one's class was extended to all career Foreign Service personnel. For the first time, the files of career employees other than Foreign Service officers were to be reviewed for possible referral to a performance standards board. An exception was made, in keeping with the act, for employees not now eligible for an immediate annuity. This exception is to apply under the new act for the next 10 years.

Career Minister Board (SFS-1) is sworn in. From left: *Myra Shiplett, Leonard Unger, Prezell Robinson, U. Alexis Johnson, Marshall Green. (Photo by David M. Humphrey, Visual Services)*

—*Limited career extensions.* Provision was made in the precepts for boards to recommend limited career extensions, as provided in the 1980 act for officers in the last year of their time-in-class in the SFS, and at the top of the occupational category below the SFS. This authority, however, will not be exercised this year.

Senior selection boards

—*Performance pay.* The provisions governing performance pay for the SFS, to a large degree, paralleled the criteria, policies and procedures governing performance awards for the Senior Executive Service (SES). The language and legislative history of the act require this. Implementation of performance pay procedures in the SFS, however, is to be, essentially, a three-stage procedure, dictated in part by the act and in part by a desire to see that performance pay is fairly distributed.

In the first step, senior selection boards are to nominate up to 40% of the SFS competition groups for further consideration by a performance pay board. Generalists and specialists in the classes of career minister, minister-counselor and counselor will compete separately by class for nomination. In the second step, the Performance Pay Board, scheduled to convene at the end of this month, will separately rank-order the generalist and specialist nominees, in all grades together, for performance pay. Department performance awards will be granted to these groups in proportion to their populations in the SFS. The board then will identify those individuals it recommends for the Presidential Awards of Distinguished Service ($20,000) and Meritorious Service ($10,000). The board will prepare statements of justification in support of its recommendations, and these nominations then will be sent to an interagency selection board. In this third step of the process, the interagency board, expected to meet in December, will consider nominees for presidential awards from all the foreign affairs agencies, and make recommendations to the President.

No more than 20% of the Department's SFS members may receive performance awards. An additional 1% of

SFS members may be granted Distinguished Service Awards, and 5% may be granted Meritorious Service Awards. A member of the SFS may not receive both a presidential award and a performance award in the same competition year. Any Department nominees who do not receive presidential awards in interagency competition will be retained in the order they were ranked by the Performance Pay Board for a performance award. The amounts authorized in the presidential and performance awards will be paid to recipients as soon as the recipients of presidential awards have been named by the President.

—*Career ambassador and career minister nominations.* For the first time in several years, a selection board has convened to review the files of career ministers and to make recommendations for conferral of the honorary rank of career ambassador. In addition, nominations for the rank of career minister were to be made this year by the Minister-Counselor Board. Eligibility for review for these ranks was virtually the same as in the past, focusing on distinguished sustained service as a chief of mission or equivalent.

—*Counselor and senior specialist boards.* Generalists in the SFS class of counselor and the FSO/RU-2 equivalent competed classwide, as in previous years, for promotion to the class of minister-counselor (or its former equivalent). Specialists (e.g., doctors, science officers) were to be considered by occupational categories, as in the past, by a separate specialist board, which also was to serve this year as the threshold board considering officers at Class FS-1, by occupation, for promotion into the SFS.

—*Senior threshold.* For the first time, consideration for promotion into the SFS, from Class FS-1 to the counselor class, was limited to career officers who requested threshold review, as required by the 1980 act. The qualitative criteria applied for promotion into the SFS were the same as the criteria applied by boards for promotion within the SFS.

Intermediate boards

Competition of mid-level employees was to remain very much the same as it had been in recent years.

—The rules dealing with generalists remained complex. Foreign Service officers in the political, economic/commercial, administrative and consular cones were to compete functionally by class and cone at the FS-2 and 3 levels. Tenured junior officers were to compete on a classwide basis at the FS-4 level. Employees with skill codes in the administrative subfunctions of general services officer, budget and finance, and personnel work, who are not FSOs, were to compete separately from their FSO colleagues with these same skill codes, at the Class FS-2, FS-3 and FS-4 levels. Similarly, all members of Class FS-4 who have not been in the junior officer, FSO career candidate or Mustang programs also competed separately from their FSO colleagues with similar skill codes at this level. These separate competition groups were established to help assure that non-FSOs in these generalist occupational categories were given a fully equitable opportunity for promotion. Non-FSOs who are generalists, but are not in any of the administrative subfunction groups, were to compete with FSOs at the Class FS-2 and 3 levels, as in 1980. All Class FS-1 generalists, including those in the administrative subfunctions and regardless of pay plan, were to compete together, classwide and functionally, before the generalist Senior Threshold Board if they had opted for consideration for promotion into the SFS.

Board for political and administrative officers at Class 3 level (G-III-A) includes, from left: *Elaine B. Schunter, King C. Chen, John A. Fegan, Stephen Ledogar, Sharon P. Wilkinson, Gary S. Poss. (Photo by Glenn Hall, Visual Services)*

—*Specialists.* Numerous changes engendered by the 1980 act considerably changed the scope of specialist competition. The most notable difference was the reduction of specialist competition groups from 46 to 15 occupational categories. All the remaining groups are of worldwide available FS personnel who fill specialized positions essential to the support and mission of the Foreign Service, both domestically and overseas. Additionally, specialist employees at Classes FS-5 and below will find that current specialist boards were not considering employees in a number of classes and categories which were made subject to new administrative promotion procedures. These scheduled promotions are to be based solely on time-in-class and satisfactory performance. It is expected that employees already in the categories newly subject to administrative promotions, who meet the time-in-class requirements and have satisfactory performance, will be promoted administratively effective at the same time as other selection board promotions in 1981.

—*Meritorious within-grade increases.* New emphasis was placed on the selection boards' authority to recommend meritorious step increases when the performance record reveals that an

Board for political and administrative officers at Class 2 level (G-II-A) includes, from left: *William H. Renison, John Condayan, Teresita C. Schaffer, Leon Schachter, Alfonso Arenales.* Edward H. Wilkinson was not present. *(Photo by Glenn Hall, Visual Services)*

employee had rendered especially meritorious service since receipt of the last within-grade increase. Boards may also recommend denial of the next within-grade salary increase to members of the class whose performance since receipt of the last salary increase had not met the standards of the class. These responsibilities were given added weight in the precepts this year.

—*Zone merit.* The precepts discontinued the zone merit system, as agreed to with AFSA last year. It was decided that zone merit placed too high a premium on seniority, allowing a maximum of 20% of promotion opportunities to those in former Grade FSO/R/RU-4 less than five years, and in Grade FSO/R/RU-5 less than three years. This year's rule, allowing officers at all grades to compete for promotion after one year in class, based consideration for promotion solidly on merit. Intermediate boards, however, were explicitly authorized to continue to give weight to longer sustained performance in class, when other factors are essentially equal.

—*Second FS-4 selection board.* There will be no January session of the board reviewing tenured FS-4 members in the Mustang, junior officer and career candidate programs. A semiannual review for this group, conducted in recent years, was revised to a single annual review this year, as with all other boards. The same number of promotion opportunities will be available for eligible officers, but they will be allocated based on the recommendations of the July board, rather than being divided between two sessions of the board as in past years. ☐

Selection board jurisdictions

Following is the schedule and division of selection board responsibilities for 1981:

Convened July 14

SFS-II: Generalists and specialists of the minister-counselor class and FSO/R/RU-1 officers eligible to compete for performance pay and/or promotion to the class of career minister.

SFS-III: Generalists of the counselor class and FSO/R/RU-2 officers eligible to compete for performance pay and/or for promotion to the class of minister-counselor.

SFS-IV: Specialists of the counselor class and FSO/R/RU-2 officers eligible to compete for performance pay and/or promotion to the class of minister-counselor. Also, specialists in Class FS-1 who opted for consideration for promotion into the SFS.

SFS-V (Senior Threshold Board): Generalists of Class FS-1 who opted for consideration for promotion into the SFS.

G-II: FS-2 generalists (except FP-2 members in the general services officer, budget and finance, and personnel subfunctions) who are eligible for consideration. This board meets in two panels, one reviewing political and administrative officers, the second, economic/consular officers.

G-III: FS-3 generalists (except FP-3 members in the general services officer, budget and finance, and personnel subfunctions) who are eligible for consideration. This board meets in two panels, one reviewing political and administrative officers, the second, economic/consular officers.

G-IV: Tenured FS-4 members of the class in the junior officer, Mustang, or career candidate programs.

Convened August 17

SFS-I: Members of the class of career minister eligible for performance pay and for recommendation to the Secretary for conferral of the honorary rank of career ambassador.

Convened August 25

S-I: FP-2s and 3s in the administrative subfunctions of general services officer, budget and finance, and personnel; Class FS-4 generalists who have not been in the junior officer, Mustang or career candidate programs; Class FS-2 through FS-4 auditors, Foreign Buildings Office specialists, medical technologists, nurse/family practitioners, science officers and narcotics officers.

S-II: Security and security engineering officers in Classes FS-2 through FS-4.

S-III: Communications and Communications electronics officers and diplomatic couriers in Classes FS-2 through FS-4.

S-IV: Communications officers in Classes FS-5 through 7 and diplomatic couriers in Classes FS-5 and 6.

S-V: Secretaries in Classes FS-3 through 6.

S-VI: Secretaries in Classes FS-7 and 8.

Convening September 28

SFS-VI: Performance Pay Board. □

Selection boards: membership roster

Members of the 1981 selection boards are:

Board SFS-II

Chairman

Ambassador Ronald I. Spiers (CM), Bureau of Intelligence and Research.

State members

Ambassador Rudolph Aggrey (CM), Embassy Bucharest.

Ambassador Walter L. Cutler (CM), Department.

Ambassador Thomas R. Pickering (CM), Department.

Public member

Jeanne Dost, director, women studies, associate professor of economics, Oregon State University.

Other agency member

Gordon Pierson, AID.

Board SFS-III

Chairman

George S. Vest (CM),Department.

State members

Michael P. Boerner (FE-1), Embassy London.

Charles S. Kennedy Jr. (FE-1), Board of Examiners for the Foreign Service.

Sheldon J. Krys (FE-1), Bureau of Near Eastern and South Asian Affairs.

Ambassador Frank V. Ortiz Jr. (FE-1), Embassy Panama.

Public member

Nan McGehee, associate chancellor, University of Illinois, Chicago.

Board SFS-IV

Chairman

Robert W. Duemling (FE-1), Department.

State members

Kenneth A. Hartung (FE-1), Department.

David A. Hungerford (FE-1), Office of Medical Services.

J. Peter Moffat (FE-1), Department.

William C. Salmon (FE-1), Office of the Under Secretary for Security Assistance, Science and Technology.

Public member

Barbara F. Kamara, Creative Associates, Washington.

Board SFS-V

Chairman

Maxwell Chaplin (FE-1), Department.

State members

Sharon E. Ahmad (FE-2), Bureau of European Affairs.

Kenneth O. Harris (FE-1), Bureau of Near Eastern and South Asian Affairs.

Norbert J. Krieg (FE-2), Office of Passport Services.

Ambassador Fernando Rondon (FE-2), Embassy Antananarivo.

Public member

Dr. Yvonne Scruggs Perry, professor of city and regional planning, Howard University.

Other agency members

Ben L. Irvin, Department of Commerce.

Glenn E. Halm, Department of Labor.

Board G-II (Panel A) (adm/pol)

Chairman

John Condayan (FE-1), Embassy Bangkok.

State members

Alfonso Arenales (FE-2), Bureau of Inter-American Affairs.

Teresita C. Schaffer (FE-2), Bureau of Economic and Business Affairs.

Edward H. Wilkinson (FO-1), Consulate General Quayaquil.

Public member

Leon Schachter, retired vice president, United Food and Commercial Workers Union, AFL/CIO.

Other agency member

William H. Renison, Department of Labor.

Board G-II (Panel B) (con/econ)

Chairwoman

Ambassador Nancy Ostrander (FE-2), Department.

State members

Donald K. Guthrie (FO-1), Office for Pacific Island Affairs.

A. Donald Bramante (FE-2), Department.

Donald R. Schoeb (FO-1), Embassy Panama.

Public member

Everett Turbon, director, Counseling and Guidance Department, St. Philip's College, San Antonio, Tex.

Other agency member

Thomas Hoya, Department of Commerce.

Board G-III (Panel A) (adm/pol)

Chairman

Stephen Ledogar (FE-1), Department.

State members

Gary S. Posz (FO-1), Embassy New Delhi.

Elaine B. Schunter (FO-1), Embassy Tunis.

Sharon P. Wilkinson (FO-2), Office of Management Operations.

Public member

King C. Chen, professor and graduate director, political science, Rutgers University.

Other agency member

John A. Fegan, Department of Labor.

Board G-III (Panel B) (con/econ)

Chairman

Louis P. Goelz (FE-2), Office of Overseas Citizens Services.

State members

Peggy Blackford (FO-2), Consulate General Sao Paulo.

Aurelia E. Brazeal (FO-1), Embassy Tokyo.

Arthur L. Lowrie (FO-1), U.S. mission to European Communities, Brussels.

Public member

Nancy A. Risser, assistant dean, University of Illinois, Urbana.

Other agency member

Max Miles, Department of Commerce.

Board G-IV

Chairman

John Blane (FE-1), Department.

State members

Mary L. Garrison (FO-2), Bureau of African Affairs.

Douglas H. Jones (FO-2), Foreign Service Institute.

A. Lucille Thomas (FO-2), Bureau of Intelligence and Research.

Thomas F. Timberman (FO-2), Bureau of Politico-Military Affairs.

Public member

Margaret H. Lonzetta, World Affairs Council of Philadelphia.

Other agency member

Virginia Warfield, ICA.

Board SFS-I

Chairman

U. Alexis Johnson (CA), retired.

State members

Marshall Green (CM), retired.

Leonard Unger (CM), retired.

Public member

Prezell Robinson, president, St. Augustine's College, Raleigh, N.C.

Other agency member

Myra Shiplett, Office of Personnel Management.

Board S-I (FO/FP 2-4 miscellaneous occupational categories)

Chairman

Donald R. King (FE-2), Bureau of Oceans and International Environmental and Scientific Affairs.

State members

Sidney H. Blakely (FP-1), Information Systems Office, Embassy Bangkok.

Newton L. Jassie (FE-2), Office of Medical Services.

Frederick H. Hassett (FO-1), Embassy Kingston.

David R. Beall (FO-1), Embassy Bogota.

Public member

Ying-Ying Yuan, Lawrence Johnson & Associates (consulting firm), Washington.

Board S-II

Chairman

Theodore Vea (FE-2), Office of Security.

State members

Philip J. Harrick Jr. (FE-2), Foreign Service Institute.

Julieann F. McGrath (FP-1), Office of UN Budget and Administration.

Abbott Sayre (FP-1), Department.

Public member

Robert Fulton, former U.S. Government security official.

Board S-III

Chairman

George C. Jenkins (FE-1), Bureau of Administration.

State members

Robert C. Ribera (FP-1), Office of Communications.

Kenneth A. French (FP-1), Embassy Accra.

Stephanie Johnson (FP-1), Embassy Tokyo.

Public member

Francis McNamara, International Telephone and Telegraph Co. (retired).

Board S-IV

Chairman

Donald Lachman (FP-1), Office of Communications.

State members

Arthur P. Crowfood (FP-3), Embassy Kuala Lumpur.

Beverly C. Williams (FP-3), Office of Communications.

Norma L. Kleiber (FP-3), Bureau of Public Affairs.

Public member

Thomas G. Parks, chief, personnel planning and development, Western Electric Co.

Board S-V

Chairman

Robert B. Houghton (FE-1), Department.

State members

Margaret M. Fitzgerald (FP-4), Bureau of Inter-American Affairs.

Clarence E. Pegues, Jr. (FO-2), Bureau of Near Eastern and South Asian Affairs.

Helen M. Eisenman (FP-4), European Communities, Brussels.

Public member

Peggy Frye, assistant director, Katherine Gibbs School for Secretaries, New York.

Board S-VI

Chairman

B. Jerry Lujan (FO-2), Department.

State members

Ronald E. Bostick (FP-3), Office of Communications.

Mildred M. Tangney (FP-5), Embassy Algiers.

Opal K. Gilstrap (FP-5), Office of Inter-African Affairs.

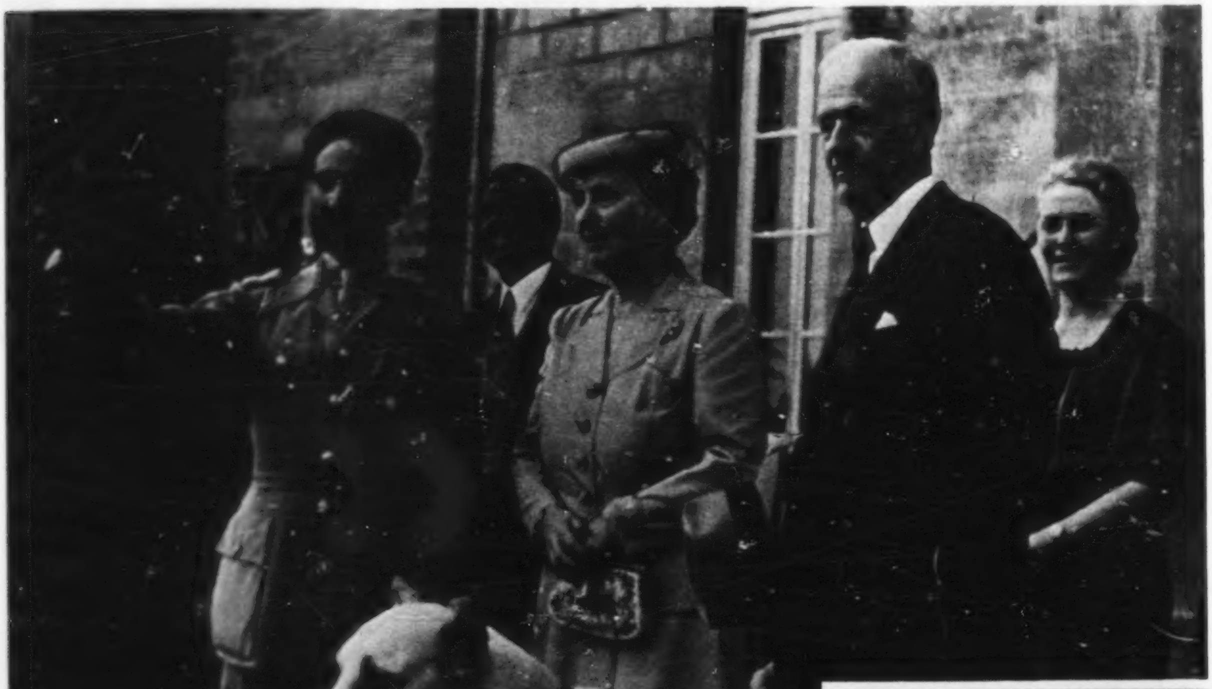
Public member

Jeanne McCormack, Overseas Education Fund, Washington. ■

Old-Timers

John Kenneth Caldwell, in California, nears 100

Foreign Service veteran grants telephone interview to reporter



On arrival in Ethiopia, 1943. From left: ***Haile Selassie; Tafari Worq,*** **his secretary;** ***Mrs. Caldwell; Mr. Caldwell; Mrs. Hansen,*** **the chef de cuisine to the palace.**

MANY have claimed the title of "oldest retired Foreign Service officer," but with his 100th birthday fast approaching (on October 16), John Kenneth Caldwell ought to be the undisputed champion. Mr. Caldwell lives in Carmel, Calif., in an apartment complex for the elderly. He moved there with his wife, Grace, in 1967; she died in 1971. But his eldest son, David, also a retired Foreign Service officer, who was consul general in Osaka, Japan, has recently moved into the complex.

Contacted by phone at his apartment in Carmel, the elder Mr. Caldwell told a STATE reporter: "I'll be glad to answer any of your questions, but please speak loudly and slowly." He explained that most of the information concerning his career could be found in his memoirs, which Stanford University requested him to write. "I sat down to my typewriter," explained Mr. Caldwell, "and with only my memory to help me, I typed my memoirs." The memoirs are dated 1973; he was 92 years old at the time. Although they remain unpublished at his request, copies are on file at

John Kenneth Caldwell **on October 13, 1979.**

DACOR House in Washington; in Berea College, his alma mater; and at the Hoover Institution on War and Peace at Stanford University.

With the ease and enthusiasm of a man of many fewer years, Mr. Caldwell conversed with the reporter on topics ranging from his past and present to the world situation. He said he reads his newspaper avidly, and follows developments in the Department by reading STATE and the Department's Bulletin. Until last year, he also attended an annual dinner of retired Foreign Service officers in northern California. David Caldwell explained that his father couldn't attend the 1980 dinner because it was moved to a location too far away for him to reach through travel.

During the telephone interview, the elder Mr. Caldwell said: "Do you want to know what I think is the most critical thing today? The most critical thing in this country today is to make a satisfactory revision of the immigration laws. The world has completely changed since the days of Emma Lazarus and the Statue of Liberty. The ideal she had will no longer work. The situation is different, and the President must make a revision to these laws that will be fair to people in trouble, but will also take into consideration how the country has changed. I don't know if the President is doing anything about it right now, but he should do something because this is most important."

(Note: The day after this conversation, it was announced that the President had called for a revision of the immigration laws. It's evident that Mr. Caldwell has continued in his tradition of dealing with timely issues as they occur.)

His answer to most questions, however, was summed up in a letter to the reporter following the interview. "My nearly 40 years of service with the State Department ended more than 35 years ago, after which I retired to California to rest," Mr. Caldwell wrote. "I do not presume to comment on policy or procedure after such a long separation of time and space."

Mr. Caldwell began his 39-year Foreign Service career in 1906. "I wanted to see the world," he told his college alumni newsletter, "and although I had been planning a career in chemical engineering, I could see where a career in foreign service would be as interesting as anything I could do with chemistry." His duties took him first to Japan, then to Vladivostok, in Siberia, where he was consul during the changing waves of Russia's revolutionary tide. He returned to Japan as secretary of the Tokyo embassy, from 1921 to 1924.

John Kenneth Caldwell, **date and place unknown.**

It was during this time that Mr. Caldwell first encountered the hardships sometimes experienced by Foreign Service officers. He and his wife and four children were living in a home on the embassy grounds when the massive earthquake and fire of 1923 destroyed a great deal of Tokyo. In his memoirs, Mr. Caldwell recalls: "The great Tokyo-Yokohama earthquake came. . .when the embassy staff was busy in the chancellery. . .We all dashed for the outdoors; there the earth was rolling in waves and the poles swaying and snapping their wires." The fire that resulted engulfed all the embassy buildings, including the Caldwells' home and nearly all of their possessions.

Mr. Caldwell was more fortunate during a subsequent assignment to Tientsin, China, where he served as consul general from 1935 to 1941. A flood came in 1938, forcing everyone to take to boats. However, the waters entered only the basement of his home, leaving the rest of the house and his possessions unscathed.

It was in Tientsin that another potential risk run by Foreign Service personnel became a reality for him. Mr. Caldwell and his wife were interned by the invading Japanese the day after Pearl Harbor. For the next six months the two were prisoners of the Japanese government. Mr. Caldwell's memoirs show that he took this event in stride, adapting to the fact that a Japanese gendarme now resided in his home. Each morning he visited the guard, speaking at length with him in Japanese. This eased relations between the captives and their captors, resulting in more freedom of movement for the Caldwells during their internment. When it was over, Mr. Caldwell returned to Washington, where he was assigned to the Department of Far Eastern Affairs and the Office of War Information.

Elsewhere in his memoirs, Mr. Caldwell recalls many long-lasting relationships that resulted from his social life at each post—also some of the humorous events of his career. Once, when on assignment to the Department, Mr. Caldwell sent a memo to his superior, which was returned with this observation only: "You are too spontaneously truthful for bureaucratic purposes."

Mr. Caldwell wrote of his first

home leave: "In 1919, I was granted (at my own expense) my first home leave in the 13 years I had been in the Foreign Service. At that time, although the government did not pay anything toward home leave, it was possible to get passage (if space was available) on War Department ships." The first home leave he remembers being paid for did not come until 1936—30 years after his first assignment.

Mr. Caldwell's final assignment before retiring in 1945 was as wartime minister to Ethiopia. Traveling was hazardous then, but Mrs. Caldwell, as usual, insisted on accompanying her husband to the post. Though the Department discouraged diplomats' families from traveling during the war, they allowed her to go. It was during this assignment that Mr. Caldwell became acquainted with the Ethiopian emperor, Haile Selassie. On Mr. Caldwell's retirement, the monarch presented him with an autographed portrait of himself; Mr. Caldwell has it to this day.

During his retirement, Mr. Caldwell exercised his interest in a number of activities. He worked for a time with the United Nations Relief and Rehabilitation Association, but the work tapered off and he and his wife decided to leave Washington. They found their dream house in Robles Del Rio, Calif., moving there in 1948. For the next 19 years, until he moved into Carmel Valley Manor, Mr. Caldwell divided his time between volunteer activities in the community and working on improvements to his home and grounds.

As the anniversary of his birth approaches, one wonders what Mr. Caldwell will be doing on that day. He answered this question simply. "Why," said Mr. Caldwell, "my children are coming here to Carmel to help me celebrate."

In addition to David, Mr. Caldwell has two sons and a daughter. Each of the sons served in different branches of the military during World War II. One of them, James, later worked for the CIA.

—MICHELLE RABAYDA

The author was a summer intern on the staff of STATE. She is a junior at the University of Virginia, majoring in foreign affairs and Russian. ■

Following the Russian revolution, *Mr. Caldwell* (left foreground, at place marked XX) was on hand when the governor of Vladivostok (X) was deposed.

On the Job

Civil Service employee at State has an unusual constituency

It's made up of animals—and they're in trouble

"Nature teaches beasts to know their friends."— William Shakespeare.

IF SHAKESPEARE is right, then elephants, sea turtles and polar bears know Anne Wickham, a Civil Service officer in the Bureau of Oceans and International Environmental and Scientific Affairs. As part of her job in that bureau's Office of Food and Natural Resources, Ms. Wickham is working to steer those animals off the trail to extinction.

"I act as a backstop to the wildlife officer on animal conservation," said Ms. Wickham, who is also the office's liaison with congressional and nongovernmental organizations. Currently, she is coordinating a State/AID-sponsored conference on promoting the maintenance of biological diversity. Hanging on the walls of her office, in Room 7219, are pictures and posters of her favorite animals, and also a Year of the Disabled poster. Ms. Wickham became a polio victim in 1953 at age 6, and now maneuvers in a wheelchair.

"My role in animal preservation," she said, "is to help develop a U.S. response to requests from other countries for assistance in saving species. In this office, we design relevant projects and work with the other foreign affairs agencies on saving animals. We also work with private industry, foreign forestry industries, development banks and other international organizations."

Before joining the Department in 1977, Ms. Wickham was the conservation director of a conservationist organization, Friends of the Earth. In an interview in her office the other day, she described her concern with three specific species of animals.

"Take the polar bears," said Ms. Wickham, who graduated with a degree in anthropology from Oberlin in 1969. "They're an important source of food and of materials for warmth. The people of the Arctic all wear animal skins. But I think we should save the bears also because they're beautiful animals."

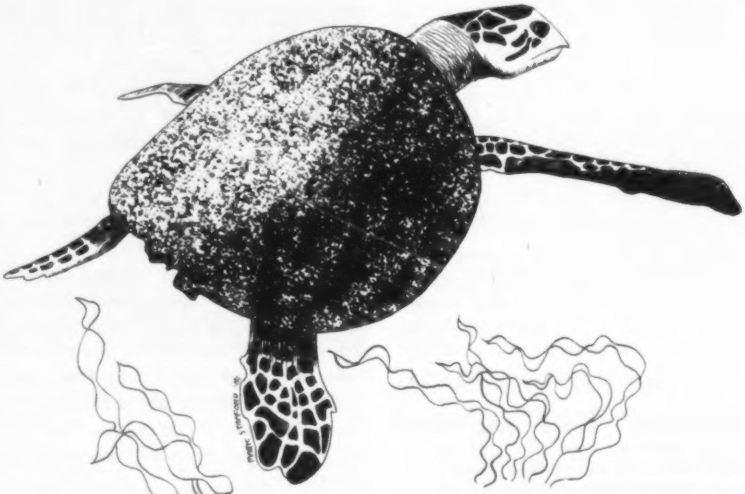
en angriper uten varsel
Hold avstand.

Ms. Wickham ***(Photo by Donna Gigliotti)***

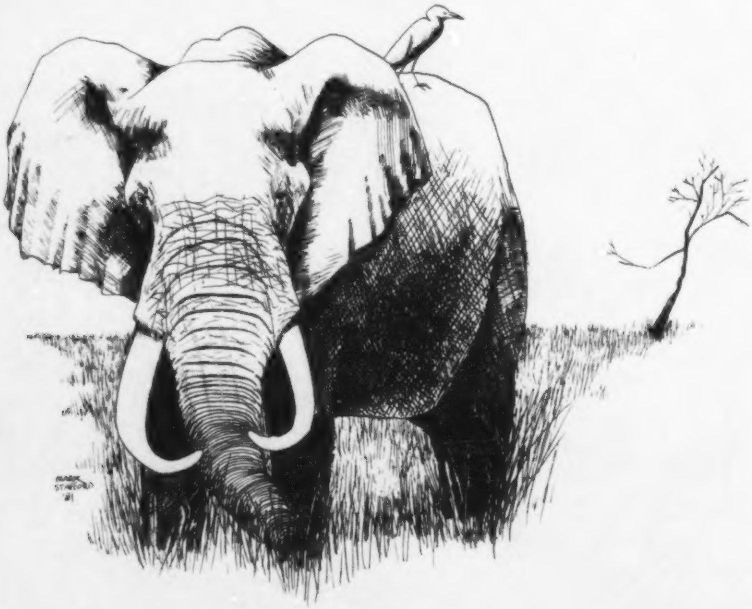
Ms. Wickham pointed out that the United States, with Denmark, the Soviet Union, Canada and Norway, is a party to the Agreement on the Conservation of Polar Bears, which was ratified in 1973. The bears also are covered under the Marine Mammal Protection Act of 1972.

Development of oil in the Arctic poses a major threat to the existence of polar bears, bringing increased ship traffic and pollution, according to Ms. Wickham. Hunting is another threat. "The greatest thing bears have going for them is that people can't get to them easily," she said. "Their dens are near the shores."

But elephants, listed as a threatened species under the Endangered Species Act of 1973, are much easier to get to. Ms. Wickham said: "They're all over Africa. The continent is opening up, and the population is growing. The people are cutting grass, a main food source for elephants. And there are the ivory hunters, too. State is concerned because a number of host countries have asked for help in curbing illegal trade relating to elephants, and for technical assistance in setting up management programs. Saving elephants would save other species, too. An elephant needs a lot of room and food. So by preserving land for elephants, we would also be helping other animals that live in that same area, like monkeys. Some of these other animals saved might someday be used to discover the next cancer drug. No one knows."



Ms. Wickham also described sea turtles as important. "The United States has them all along the south Atlantic shore," she said. "They're not doing too well. Recently, an enormous number were found on a beach with their throats slashed. The theory is that fishermen found them tangled up in their shrimp nets, slashed their throats and threw them overboard. Turtles are seen as trash."



But Ms. Wickham, noting that they're covered under the Endangered Species Act of 1973, said they are a very important source of food and protein in the coastal areas. "Rural people are losing that resource because turtles also are picked up and sold to traders who export turtle products, like turtle meat, turtle leather, turtle shells for combs, and turtle skins for jewelry inlay," she said.

When Ms. Wickham leaves State at the end of the day, she continues her advocacy of animal conservation through her outside activities. In her home on Capitol Hill, she offers temporary housing to conservationists visiting Washington from different parts of the country.

As she sees it, the more people in the world, the more pressure on endangered species. Not all people are friends of nature's beasts.

—DONNA GIGLIOTTI ■

News Highlights

Bookfair 'family night': Friday, October 16

Bookfair '81 will open in the Department with the traditional "family night" on Friday, October 16, from 5 to 8:30 p.m. It will continue on the three succeeding days, from 10 a.m. to 4 p.m. It will be closed October 20 and 21, then will reopen on Thursday, Oct. 22, and run through the following Saturday. The hours on the last three days will be 10 a.m. to 4 p.m.

The annual event, sponsored by the Association of American Foreign Service Women, "may prove to be the only source of scholarship aid available to some Foreign Service children," according to officials of Bookfair, who cited the recent retrenchment in federal budgeting for education.

They said men and women are needed as volunteers for Bookfair, to assist now with preparations, and in operations when the event is underway. Those who can devote even a few hours' time were asked to call Joan Pogue at 569-7355.

At the "family night," special attractions will include Butch Hudnell, who will once again don his clown suit and construct balloon animals for the children. Magicians Leon Picon and Jonathan Steigman will perform in the Dean Acheson Auditorium. Cartoons and other short films will round out the entertainment.

The Department cafeteria will feature family fare such as spaghetti, fried chicken, hamburgers and fancy children's desserts. This special dinner will be available from 3 to 7 p.m. Jean Garvey, cafeteria manager, suggested that families eat early this year to avoid a sequel to the long lines that formed just before closing time last year. □

This fine cloth work, produced by the Cuna Indians of the San Blas Islands, off the Panama coast, is one of the objets d'art to be on sale at Bookfair.

BOOKFAIR—*Mrs. Alexander Haig*, second from right, examines *objet d'art* that will be offered for sale at the annual event, which opens this year at State on October 17 and runs for one week. With her, from left, are cochairwomen *Joan Kirkpatrick* and *Jo-Ann Dikeos* and bookroom supervisor *Benté Dameron*. Tax-deductible donations of books and other items are still being accepted. Proceeds go toward scholarships and community projects in which the Association of American Foreign Service Women is active. *(Photo by Robert E. Kaiser, Visual Services)*

Secretary Haig meets with Mayor Barry

Close cooperation between the Department and the nation's No. 1 diplomatic city was the theme of discussions when District of Columbia Mayor Marion Barry called on Secretary Haig July 28. Mayor Barry was accompanied by top members of his staff and Foreign Service officer Ruth Davis, who is on detail to the Mayor's staff under the Pearson Program. She is his special assistant for international affairs.

The Secretary and the mayor exchanged views on the location of chanceries in the District of Columbia, the increasing flow of dangerous drugs of foreign origin into Washington and other major cities, and the international activities of the city government. The Secretary said he was confident that acceptable solutions could be reached on the location of chanceries that would meet the city's concern for a voice for the citizens in zoning decisions, while safeguarding the federal interest. The Secretary and the mayor agreed that the Department and other Federal agencies must continue to give high priority to working with friendly countries to halt the flow of dangerous drugs at their source.

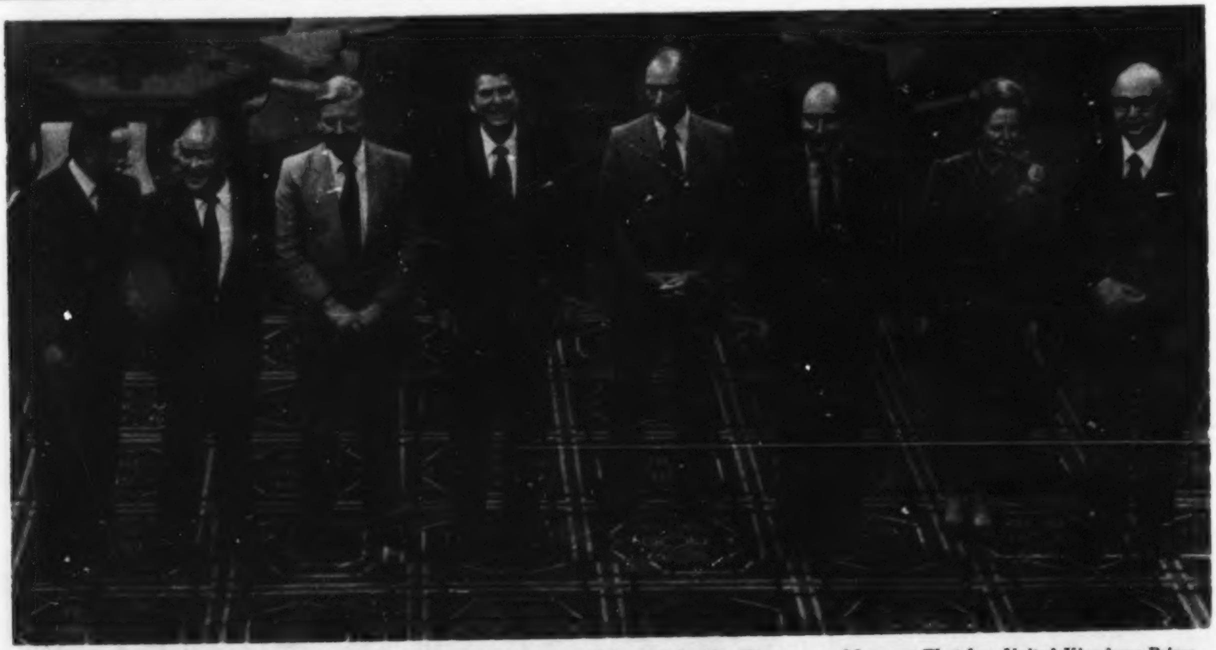
Secretary Haig **greets** *Mayor Barry* **in the Department.** *(Photo by David Humphrey, Visual Services)*

Mayor Barry and his staff briefed the Secretary on the city's activities under its "sister cities" relationships with Bangkok and Dakar, and its follow-up programs stemming from the mayor's 1979 visit to five African countries. The mayor emphasized his personal interest in meeting foreign chiefs of mission accredited to Washington and helping them to feel at home. Commending the mayor's efforts, the Secretary said that one of his and Mrs. Haig's concerns was to encourage foreign missions here to become fully engaged in the life of the community. □

Judge won't let supervisor impeach evaluation report

The integrity of a State employee's favorable performance evaluation was upheld recently in U.S. District Court here, despite a supervisor's attempt to discount the report.

Judge John Garrett Penn said in a written opinion: "The [supervisor]



OTTAWA SUMMIT—Participants on July 20-21 included, from left: President ***Gaston Thorn,*** **Commission of the European Communities; Prime Minister** ***Zenko Suzuki,*** **Japan; Chancellor** ***Helmut Schmidt,*** **West Germany;** ***President Reagan;*** **Prime Minister** ***Pierre Elliott Trudeau,*** **Canada; President** ***Francois Mitterand,*** **France; Prime Minister** ***Margaret Thatcher,*** **United Kingdom; Prime Minister** ***Giovanni Spadolini,*** **Italy.** ***(White House photo by Karl Schumacher)***

implied in his testimony that the [subordinate] may not have been a good worker and may not have been deserving of the evaluations she had been given while a member of the Department of State. However, a review of the documentary evidence and the cross-examination of the [supervisor] revealed that he concurred in those prior recommendations and that he in fact personally described [the subordinate] in glowing terms on one evaluation. . .The court finds that his testimony that his ratings at the time were not accurate has been sufficiently rebutted."

The judge's opinion, which in the main turned on other issues, was regarded as significant by John H. Rouse, director of the Office of Performance Evaluation, Bureau of Personnel. "The important message here," said Mr. Rouse, after consultation with State's Office of the Legal Adviser, "is that courts are going to read these performance evaluation reports as meaning what they say. It behooves everyone to have this in mind at the time a report is being prepared. Anyone who argues afterward, as did the supervisor in this case, that these reports tend to be overly generous and are to be taken with a grain of salt is not likely to have much credibility in court. I doubt that many rating and reviewing officers are going to be called to court to comment on their performance appraisals, but the case illustrates how important the responsibility is to prepare evaluations with care and integrity, to insure that they are accurate, balanced and solidly substantiated." □

IRS reverses self on home leave tax deductibility

The Internal Revenue Service (IRS) has decided to revoke an earlier ruling that employee home leave expenses are not tax-deductible as business expenses. The change reflects rulings by U.S. courts of appeals, which have supported the deductibility of home leave expenses (STATE, March).

In a letter to Under Secretary Richard T. Kennedy, IRS said it would announce that "substantiated 'home leave' expenses of a U.S. Foreign Service officer for himself or herself are deductible business travel expenses under Section 162(a)(2) of the Internal Revenue Code of 1954. However, such expenses for the Foreign Service officer's family will remain nondeductible personal, living, or family expenses under Code Section 262. In the interim, it is advisable for Foreign Service officers to protect themselves by deducting the home leave expenses on their returns or by filing timely claims for refunds."

The new ruling applies to members of all pay plans in the Foreign Service. □

Media panel slated for Open Forum

Three correspondents who cover the Department—Barrie Dunsmore, ABC; Bernard Gwertzman, New York Times; and Bernard Kalb, NBC—were scheduled to discuss Soviet "disinformation" at a meeting of the Secretary's Open Forum on September 2. Other speakers slated to appear in early September were Richard Fairbanks, assistant secretary for congressional relations, September 4; and Robert Weinland, Center for Naval Analyses, who was to speak on "Peace, Progress and Gunboat Diplomacy: The Naval Instrument in Soviet Foreign Policy," on September 9.

Columnist *Mary McGrory,* left, addresses Open Forum in July. With her is chairman *Eileen Heaphy. (Photo by Glenn E. Hall, Visual Services)*

Speakers in August included Carl Levin of Burson-Marsteller, who discussed representation of foreign countries by U.S. public relations firms; Ambassador to El Salvador Deane Hinton, who reviewed that country's problems and prospects; Rob Mahoney, principal investigator for an Arms Control and Disarmament Agency study on European perceptions of the military balance; Frank Conahan, director, International Division, General Accounting Office, who spoke

You can help make policy, Secretary says

In a communication "to my colleagues" in the Department, Secretary Haig has encouraged all employees to make use of the Secretary's Open Forum as a vehicle for "personal input" into U.S. foreign policy. Mr. Haig said:

"The Secretary's Open Forum offers each of you an opportunity to participate more directly in our foreign policy process—to suggest new policies or to offer a responsible alternative when dissenting from an existing one. Discussion and debate are essential to our goal of forging an effective foreign policy consensus.

"Our decisions should reflect an awareness of all sides of the issues. Precisely because it is "in-house," the Open Forum can operate independently of political and bureaucratic constraints to facilitate a full hearing of all viewpoints.

"As professionals, your use of the Open Forum, the Dissent Channel, or any other internal mechanism to promote a free exchange of policy views is considered very important to me. I am depending upon your personal input to help insure that creative thinking and intellectual integrity remain fundamentally part of our policymaking process."

on "A Critic's view of the Management of Foreign Affairs"; and Ambassador Max Kampleman, chairman of the U.S. delegation to the follow-up meeting of the Conference on Security and Cooperation in Europe, who reported on the recent session in Madrid. ☐

Inspector general renews war on waste, fraud

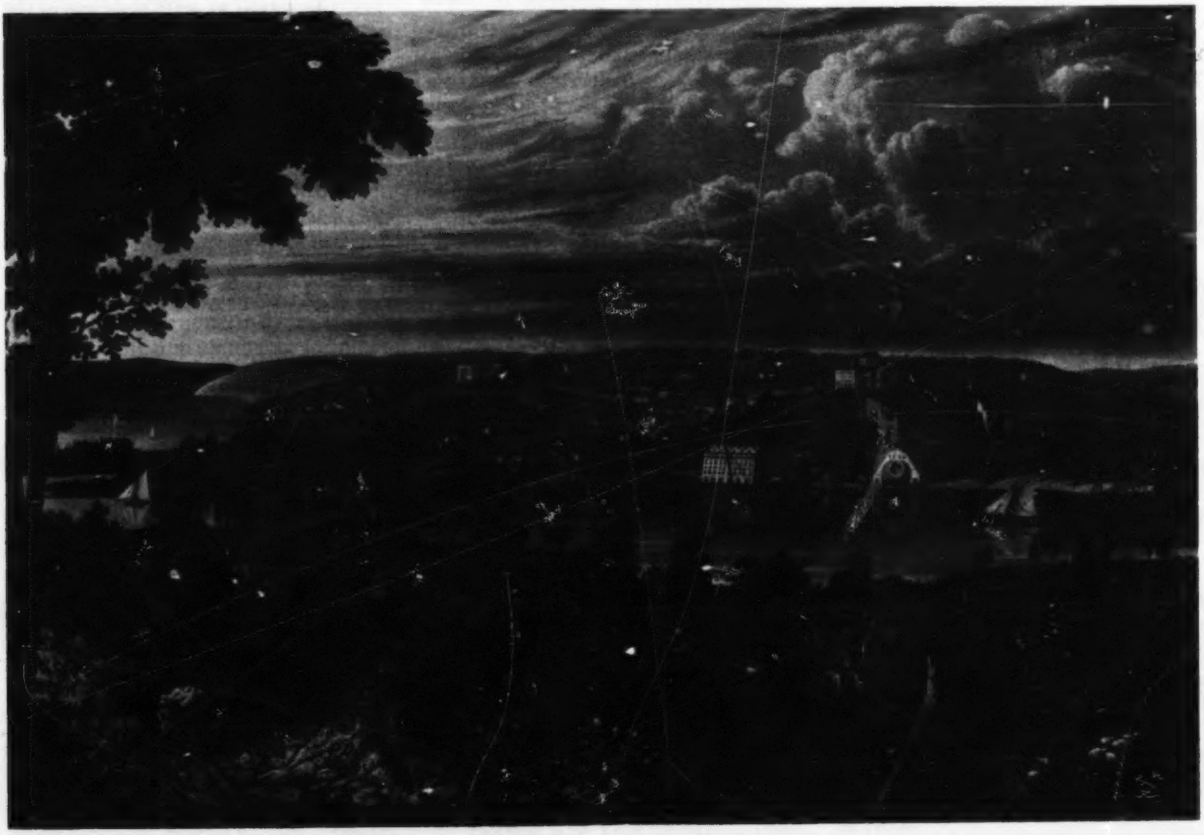
A new Investigations Unit was established in the Office of the Inspector General as the Department announced increased emphasis on its effort to eliminate waste, fraud and mismanagement from its programs and operations. Philip J. Harrick Jr. will head the unit, with the title of assistant inspector general, serving under Robert L. Brown, the first inspector general at State to be appointed by the President with the advice and consent of the Senate.

A recent Department Notice encourages Department employees to bring to the attention of Mr. Brown instances of waste, fraud or inefficient management practices. Those with such information may dial a special 24-hour "IG hotline." The telephone number is 632-3320. All such reports "will be treated seriously and with confidentiality," the notice says.

"The inspector general is focusing his efforts on constructing a positive, helpful and forward-looking program that seeks to instruct and correct, rather than just chastise and punish," said a statement issued by his office. ☐

Women's group to give reception at museum

A reception marking the opening on the following day of an exhibition entitled "The Print in the United States from the 18th Century to the Present" will be held October 1, from 6 to 8 p.m., at the National Museum of American Art (formerly the National Collection of Fine Arts), 8th and G Streets, N.W., with the Association of American Foreign Service Women as a cosponsor. The exhibition will run through January 17. The association, in commemoration of State's bicentennial, has chosen a hand-colored aquatint depicting "The City of Washington from beyond the Navy Yard," in 1834, as a poster. This poster will be offered for sale in the Department at Bookfair, which begins October 16. The price is $10. Also, it may be ordered for that sum, plus a $1 mailing charge, from the publications chairman of the organization, P.O. Box 8068, Washington, D.C. 20024. ■



"The City of Washington from beyond the Navy Yard."

Appointments

White House announces 24 more names for envoy positions

List includes many career veterans

PRESIDENT REAGAN, as of mid-August, had announced his intention to nominate 24 more persons to the position of ambassador. All the nominations would require Senate confirmation. The 24, in alphabetical order by post, are:

- Cyprus—Raymond C. Ewing, deputy assistant secretary for European affairs, to succeed Galen L. Stone.
- Czechoslovakia—Jack Foust Matlock Jr., deputy chief of mission and chargé d'affaires, Moscow, to succeed Francis J. Meehan.
- Denmark—John Langeloth Loeb Jr., president of a New York investment firm, to replace Warren D. Manshel.
- European Communities, Brussels, U.S. representative—George Southall Vest, former assistant secretary for European affairs, to succeed Thomas O. Enders.
- Finland—Keith Foote Nyborg, head of Finlandia Ranch, Ashton, Id., to succeed James E. Goodby.
- Greece—Monteagle Stearns, vice president of National Defense University, to replace Robert J. McCloskey.
- Guatemala—Frederic L. Chapin, chargé d'affaires ad interim, San Salvador, to succeed Frank V. Ortiz Jr.
- Iceland—Marshall Brement, deputy U.S. representative-designate to the United Nations, to replace Richard A. Ericson Jr.
- Korea—Richard L. Walker, professor of international relations, University of South Carolina, to succeed William Gleysteen Jr.
- Law of the Sea Conference, special representative of President Reagan and chief of delegation—James L. Malone, assistant secretary for oceans and international environmental and scientific affairs, to replace Elliot L. Richardson.
- Liberia—William Lacy Swing, ambassador to the People's Republic of the Congo, to succeed Robert P. Smith.
- Luxembourg—John E. Dolibois of Miami University, Oxford, O., to succeed James G. Lowenstein.
- Netherlands—William Jennings Dyess, Department spokesman and assistant secretary for public affairs until recently, to replace Geri M. Joseph.
- Oman—John R. Countryman, director of Arabian peninsula affairs in the Bureau of Near Eastern and South Asian Affairs, to replace Marshall Wiley.
- Organization for Economic Cooperation and Development, Paris, U.S. representative—Abraham Katz, assistant secretary of commerce for international economic policy, to succeed Herbert Salzman.
- Pakistan—Ronald I. Spiers, director of intelligence and research, to replace Arthur W. Hummel Jr.
- Saudi Arabia—Richard W. Murphy, ambassador to the Philippines, to replace Robert G. Neumann.
- Syria—Robert P. Paganelli, deputy chief of mission in Rome, to succeed Talcott W. Seelye.
- Thailand—John Gunther Dean, ambassador to Lebanon, to replace Morton I. Abramowitz.
- United Nations, deputy U.S. representative—Kenneth L. Adelman, senior political scientist, Strategic Studies Center of SRI International, Arlington, Va., to succeed William vanden Heuvel.
- United Nations, deputy U.S. representative in the Security Council—William Courtney Sherman, deputy chief of mission, Tokyo, to replace Richard Petree.
- Upper Volta—Julius Waring Walker Jr., deputy chief of mission in Monrovia, to replace Thomas D. Boyatt.
- Yugoslavia—David Anderson, assistant chief of mission, Berlin, to replace Lawrence S. Eagleburger.
- Yemen Arab Republic—David Eugene Zweifel, deputy chief of mission in Amman, to succeed George M. Lane.

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Ewing

Mr. Matlock

Mr. Ewing was assigned as a deputy in the European bureau last year. Joining the Foreign Service in 1957, he served as staff assistant to the assistant secretary for economic affairs, 1957-59; staff aide in the embassy in Tokyo, 1959-62; political officer at the U.S. mission to the International Atomic Energy Agency, in Vienna, 1962-64; and executive assistant, on detail, to ICA in Lahore, 1964-66.

Mr. Ewing returned to Washington in 1966 to become an international economist in State's Trade Agreements Division. After advanced economic studies at Harvard, 1969-70, he was financial economist in Rome. Then followed assignments as counselor for economic and commercial affairs, Bern, 1973-75, and as special assistant to the assistant secretary for European affairs, 1975-76. Mr. Ewing was designated deputy director, then director, Office of Southern European Affairs. Three years later, he was assigned to the Executive Seminar in National and International Affairs.

Mr. Ewing was born in Cleveland on September 7, 1936. He received a bachelor's from Occidental College, Los Angeles, in 1957, and a master's in public administration from Harvard's Kennedy School of Government in 1970. He is married to the former Jerelyn Patten; they have two sons and a daughter.

* * *

Mr. Matlock was deputy director of the Foreign Service Institute from 1979 to 1980. He joined the Service in 1953 and was assigned as an intelligence research analyst. He later was consular officer in Vienna. From 1960 to 1961 he took Russian language and area training in Oberammergau, Germany. After completing his studies, he became political officer in Moscow, 1961-63. He then held a similar post in Accra until 1967, when he became principal officer in Zanzibar.

From 1969 to 1970 Mr. Matlock was deputy chief of mission in Dar Es Salaam. He returned to Washington the following year to attend the Executive Seminar in National and International Affairs. He later held assignments as country director for Soviet affairs, 1971-73; director, Office of Soviet Affairs, 1973-74; and deputy chief of mission and minister-counselor in Moscow, 1974-78. He then was assigned as diplomat-in-residence at Vanderbilt University.

Mr. Matlock was born in Greensboro, N.C., on October 1, 1929. He received a bachelor's, summa cum laude, from Duke in 1950; a master's from Columbia, and also a certificate from the university's Russian Institute, 1952; and took graduate work toward a doctorate, also at Columbia. From 1953 until 1956 he was an instructor in Russian language and literature at Dartmouth.

He is the author of "Index to the Collected Works of J.V. Stalin," now in its second edition, and of many articles in magazines. He is a member of the American Foreign Service Association, American Association for Advancement of Slavic Studies and Southern Political Science Association.

Mr. Matlock is married to the former Rebecca Burrum; they have four sons and a daughter.

* * *

Mr. Loeb

Mr. Vest

Mr. Loeb has been with the investment firm, Loeb, Rhoades & Co. since 1956—as general partner, 1958-73, and as limited partner since 1973. He has also been a director of many corporations and organizations, including John Morrell & Co., Illinois, 1958-62; Atlantico del Golfo, Havana, 1958-60; American Star Insurance Co., Inc., San Francisco, 1959-70; International Rescue Committee, 1966-77; Denver & Rio Grande Western Railroad, Colorado, 1967-70; Metro-Goldwyn-Mayer, California, 1968-69; and Rio Grande Industries, Colorado, 1967-70. He also was chairman of the board, Holly Sugar Corp., Colorado, 1969-71.

Mr. Loeb represented his firm at meetings of the World Bank and International Monetary Fund in Tokyo, 1964; in Washington, 1965 and 1966; Rio de Janeiro, 1967; and again in Washington, 1968 and 1969. He has been a member of the international council, Museum of Modern Art, New York, since 1962; a trustee of the American Field Service International Scholarship Program, 1966-73; and a member of the advisory council, Joint Legislative Committee on Matrimonial and Family Laws of the State of New York, 1966.

Mr. Loeb served as special adviser on environmental matters to then New York Governor Nelson A. Rockefeller, 1967-73. He was chairman, New York State Council on Environmental Advisors, 1970-75; chairman of the Governor's Keep New York State Clean Program, 1971-75; and special guest at the UN Conference on the Environment, June 1972. He also has been director and member of the executive committee, National Committee on American Foreign Policy, since 1979.

Born in New York on May 2, 1930, Mr. Loeb received a bachelor's cum laude, from Harvard in 1952, and a master's in business administration from Harvard in 1954. From 1954 to 1956 he was a first lieutenant in the Air Force. Mr. Loeb has a son and a daughter.

* * *

Mr. Vest headed the Bureau of European Affairs from 1977 until this spring. He was deputy assistant secretary for press relations, 1973-74, and director of the Bureau of Politico-Military Affairs, 1974-76.

Joining the Foreign Service in 1947, he has held assignments as consular officer in Hamilton, 1947-49, and Quito, 1949-51; political officer in Ottawa, 1951-53; and Canadian desk officer, then special assistant to the assistant secretary for European affairs, 1954-58. Mr. Vest was political officer at the Supreme Headquarters of the Allied Powers in Europe, Paris, 1959-60, then with the U.S. mission to NATO and the European Regional Organizations, also in Paris, 1960-61. Mr. Vest then was assigned as chief of the private office for the secretary general, NATO, in Paris, 1961-63. He returned to Washington in 1963 to study at the National War College.

Following his year at the college, he became deputy director, Office of Atlantic Political-Military Affairs. From 1967 to 1969 he was deputy chief at the U.S. mission to the European Communities, in Brussels, and from 1969 to 1971 he held the same position at the U.S. mission to NATO, also in Brussels. From 1972 to 1973 Mr. Vest was special assistant to the Secretary for negotiations on the Conference on Security and Cooperation in Europe, which was held in Helsinki and Geneva. He became a career minister in 1974.

Mr. Vest was born in Columbia, Va., on December 25, 1918. He received a bachelor's in 1941, and a master's in 1947—both from the University of Virginia. From 1941 to 1946 he was a captain in the Army. Mr. Vest won the Department's Superior Honor Award in 1973.

He is married to the former Emily Clemons; they have two sons and a daughter.

* * *

Mr. Nyborg

Mr. Stearns

Mr. Nyborg was with the Department of Agriculture's Forest Service, 1966-67; Farm Home Administration, 1977-80, and with the Department of the Interior's Bureau of Reclamation, 1978-80.

He has been a missionary for the Church of Jesus Christ of Latter-Day Saints, in Helsinki, 1950-52; interpreter and guide for the U.S. Olympic Team, also in Helsinki, 1952; manager of his family's ranching operation in Ashton, Idaho, 1957-60; and owner and operator of Finlandia Ranch. He has been an instructor of the Finnish language at Ricks College; president of Fremont Co-op Supply Inc., Boom Creek Canal Co., and Yellowstone Grain Growers, Inc., and a member of the Farmers Grain Cooperative, Idaho Cooperative Council, Squirrel Meadows Cattle Association and the Fremont-Madison Cattlemen's Association.

Mr. Nyborg was born in Ashton, Id., on March 4, 1930. He attended Ricks College and later was a personnel administration specialist in the Army, 1954-56. He is married to the former Raiji-Leena Itkonen; they have two sons and a daughter.

* * *

Mr. Stearns is returning to Athens, where he served as deputy chief of mission, 1974-76. He was ambassador to the Republic of Ivory Coast, 1976-79, and was assigned to the defense university in Washington the latter year.

He was editor and board member for publications at Columbia, 1948-49, before entering Government service as a motion picture officer in Istanbul. After holding a similar position in Ankara, 1949-52, he became an information and editorial specialist in USIA's International Motion Picture Division. He joined the Foreign Service in 1955 and was assigned as a foreign affairs officer in the Department. Mr. Stearns later held assignments as political officer in Athens, 1957-63, and Leopoldville, 1963-65. He was assigned as special assistant to the ambassador-at-large, in the Department, in 1965.

In recent years he has served as political officer in London, 1967-69; deputy chief of mission, Vientiane, 1969-72; on detail to Harvard's Center for International Affairs (Bowie Seminar), 1972-73; and deputy assistant secretary for East Asian and Pacific affairs, 1973-74.

Mr. Stearns was born in Cambridge, Mass., on December 5, 1924. He served with the Marine Corps, 1943-45, and received a bachelor's from Columbia in 1948. He is married to the former Antonia Riddleberger; they have three sons and three daughters.

***Richard Fairbanks*, assistant secretary for congressional relations, speaks at seminar for newly-appointed ambassadors. Former Ambassador *Shirley Temple Black* co-chaired the event.**

COUNTRY TEAM

Mr. Chapin

Mr. Brement

Mr. Chapin was ambassador to Ethiopia, 1978-80. He then was on detail to the Department of Defense—as deputy assistant secretary for inter-American affairs from 1980 until early this year, when he was assigned to San Salvador.

He entered Government service in 1950 as an economic analyst with the Economic Cooperation Administration, in Paris. After joining the Foreign Service in 1952, he was assigned as economic officer in Vienna. He was international relations officer in the Department, 1956-59, and then political-labor officer in Managua, 1959-61. Mr. Chapin then became chargé d'affaires and, later, deputy chief of mission at Fort Lamy. He returned to Washington as a foreign affairs officer. From 1963 to 1965 he was special assistant to the under secretary for political affairs, and the following year he was on detail to AID as executive secretary of the agency.

In 1966 Mr. Chapin became a Foreign Service examiner in the Department, and the following year he was assigned as an inspector. After serving from 1968 to 1970 as country director for Bolivia and Chile, he was named deputy assistant secretary for management in the Bureau of Inter-American Affairs. From 1972 to 1978 he was consul general in Sao Paulo.

Mr. Chapin was born in New York on July 13, 1929. He received a bachelor's, magna cum laude, from Harvard in 1950. He was awarded the Department of Defense Distinguished Civilian Service Medal in January. He is the author of many articles in the Foreign Service Journal. He belongs to the Metropolitan Club in Washington and the Chevy Chase Club. He is married to the former Cornelia Clarke; they have three daughters and a son.

* * *

Mr. Brement was a staff member of the National Security Council at the White House from 1979 to 1980. Earlier, he was counselor for political affairs in Moscow, 1974-76, and Madrid, 1977-79.

Joining the Foreign Service in 1956 as staff assistant in the Bureau of East Asian and Pacific Affairs, he was assigned two years later to take Chinese language training at Taichung. From 1960-63 he was political officer in Hong Kong, then returned to Washington to take Russian language training at the Foreign Service Institute. After completing his studies he became political officer in Moscow.

Mr. Brement was assigned as a National Institute of Public Affairs fellow at Stanford in 1966. He later was chief of the political section in Singapore, 1967-70; counselor for political affairs in Jakarta, 1970-73; and counselor for public affairs in Saigon, 1973-74. He was chief of section at three embassies which won Superior Honor Awards—in Singapore, 1969; Moscow, 1975; and Jakarta, 1972.

Mr. Brement was born in New York on January 10, 1932. He received a bachelor's from Brooklyn College in 1952, and a master's from the University of Maryland in 1955. From 1952 to 1954 he was in the Air Force. During the past six months he has been head of U.S. delegations to four international conferences: the 37th session of the Economic and Social Council for Asia and the Pacific, in Bangkok; the UN Disarmament Committee, the UN Outer Space Committee and the preparatory meeting of the General Assembly special session on disarmament.

Mr. Brement is married to the novelist Pamela Sanders.

* * *

Mr. R. Walker

Mr. Malone

Richard Walker was director of the Institute of International Studies at the University of South Carolina since 1961. From 1957 to 1972 he also was head of the university's department of international studies. Before that, he was an assistant professor of history at Yale, 1950-57.

An author and educator, he also taught at many other universities in the United States and abroad. He was visiting associate professor, National Taiwan University, 1954-55; visiting professor at the Far Eastern and Russian Institute, University of Washington, Seattle, the summers of 1959 and 1965; professor of international politics, National War College, Washington, 1960-61; Fulbright Research Scholar, Academia Sinica, Taiwan, 1965-66; visiting professor, Kyoto Sangyo University, Japan, and National Chengchi University, Taiwan, 1973-74; consultant to the Department of Defense and Central Intelligence Agency, and a lecturer at the Foreign Service Institute.

Mr. Walker has won Drew University's Alumni Achievement Award in Arts, 1958; the Air University's Distinguished Service Award, 1970; the Foreign Service Institute Award, 1971; and the Armed Forces Staff College Award, 1978. He is an adjunct scholar of the Heritage Foundation, and holds honorary life membership in the University of South Carolina Alumni Association.

Mr. Walker is the author of many books and articles. He is on the editorial boards of Orbis, Journal of International Relations, Asian Survey, Research Series on U.S.-Republic of China Relations, and the International

Security Review.

He was born in Bellefonte, Pa., on April 13, 1922. He received a bachelor's from Drew in 1944; a master's (1947) and doctorate (1950) from Yale; and a certificate in Chinese language and area studies from the University of Pennsylvania (1944). From 1943 to 1946 he was in the Army.

He is married to the former Celeno Claypole Kenly; they have two sons and a daughter.

* * *

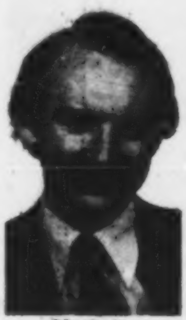
Mr. Malone, a lawyer, was the U.S. representative to the Conference of the Committee on Disarmament, with the personal rank of ambassador, 1976-77. He was a consultant to the U.S. Nuclear Regulatory Commission, 1977-78. He has headed the Bureau for Oceans and International Environmental and Scientific Affairs since last spring.

He has held other Government positions, including senior principal trial attorney, Federal Maritime Commission, 1970-71; assistant general counsel, Arms Control and Disarmament Agency, 1971-73; and general counsel and principal congressional liaison officer, also with that agency, 1973-76. He was a member of the Republican National Committee's Council on National Security and International Affairs, 1977-80; project team chairman and principal author of "Mandate for Leadership: Policy Management in a Conservative Administration," published by the Heritage Foundation in 1980; and leader of President-elect Reagan's transition team in the Arms Control and Disarmament Agency.

Mr. Malone has also held many positions in academia and law. These include development officer, Beloit College, 1959-61; assistant dean and lecturer in law, University of California at Los Angeles, 1961-67; dean and professor of law, College of Law, Willamette University, 1967-68; visiting professor of law, School of Law of the University of Texas, 1969; and principal attorney for the Washington law firm of Doub & Muntzing, 1978-81.

Mr. Malone was born in Los Angeles on December 22, 1931. He received a bachelor's, magna cum laude, in 1953 from Pomona College, and a doctorate from Stanford Law School in 1959. He served as a first lieutenant in the Army, 1954-56. He is a member of Phi Beta Kappa, Order of the Coif, and the bars of the District of Columbia, California, U.S. Supreme Court, U.S. Court of Claims and U.S. Tax Court. He also is a member of the American Bar Association. Among his honors are the "Outstanding Young Man of America" Award, 1967; and the Distinguished Honor Award from the Arms Control and Disarmament Agency, 1977.

He is married to the former Alice E. (Betty) Bostwick; they have two sons and a daughter.


Mr. Swing

Mr. Dolibois

Mr. Swing, who has held several posts in Africa, was alternate director, Office of Central African Affairs, 1977-79. He joined the Foreign Service in 1964 after completing consular and African area studies at the Foreign Service Institute. He was vice consul at Port Elizabeth, 1964, then international economist in the Bureau of Economic and Business Affairs, 1966-67.

The following year he was named head of the visa section, then chief of the consular section, in Hamburg. He returned to Washington in 1972 to become desk officer for the Federal Republic of Germany. Two years later he was assigned as deputy chief of mission in Bangui. He was detailed as a fellow at the Harvard Center for International Affairs, 1976-77, before going to the Bureau of African Affairs.

Earlier in his career, Mr. Swing was a schoolteacher in Germany, 1961, and associate director of the Council on Religion in Independent Schools, New York, 1961-63. He was born in Lexington, N.C., on September 11, 1934. He received a bachelor's from Catawba College in 1956, and a master's in divinity from Yale in 1960. He also took postgraduate studies at Tuebingen University in Germany in 1961. He is a member of the Yale University Alumni Association, Yale Club of Washington, Yale Co-op, Harvard Cooperative Society, Catawba College Alumni Association, Westtown School Parents' Council, American Foreign Service Association and the Lions Club.

Mr. Swing was co-editor of "Education for Decision," 1963, and author of "U.S. African Policy and the Case for South Africa: Dilemmas and Priorities," which he prepared for the Harvard Center for International Affairs in 1977. He won USIA's Meritorious Honor Award in 1970 and Catawba College's Distinguished Alumni Award in 1977. Mr. Swing has a son.

* * *

Mr. Dolibois has been vice president for development and alumni affairs at Miami since 1947. Earlier, he was an industrial engineer with Proctor & Gamble in Cincinnati. He was appointed a member of the U.S. Board of Foreign Scholarships in 1969, serving three terms until 1977.

He was born in Luxembourg on December 4, 1918. He received a bachelor's from Miami in 1942, and from 1942 to 1946 served as a captain in the Army. He won his alma mater's Benjamin Harrison Medal in 1977. Mr. Dolibois is a contributor to the International Encyclopedia of Education and author of many articles in professional journals.

He is married to the former Winifred Englehart; they have three sons.

* * *

Mr. Dyess was interim spokesman

Mr. Dyess

Mr. Countryman

from January to April. Since 1975 he had held several positions in the Bureau of Public Affairs—as executive director, 1975-77; deputy assistant secretary, 1977-80; and head of the bureau, 1980-81.

He joined the Department in 1958 as an exchange program officer. He later became an intelligence research specialist. After receiving Serbo-Croatian language training at the Foreign Service Institute, 1960-61, he became a political officer in Belgrade. Then followed assignments as political officer in Copenhagen, 1963-65; study of the Russian language at the institute, 1965-66; a tour as administrative officer, then political officer, in Moscow. Two years later, Mr. Dyess was assigned as political officer at the U.S. mission in Berlin.

He returned to Washington in 1970 to become desk officer for Czechoslovakia in the Department. After two years he was assigned as desk officer for the Soviet Union. He held that post until he joined Public Affairs.

Mr. Dyess was born in Troy, Ala., on August 1, 1929. He received a bachelor's in 1950, and a master's in 1951—both from the University of Alabama. He took additional graduate studies at Oxford, 1951-52, and Syracuse, 1952-53 and 1956-57. He served with the Army, 1953-56. Mr. Dyess is the author of "Survey of Personnel Practices of U.S. Corporations," which he prepared at the Maxwell School of Syracuse in 1956. He won the Department's Meritorious Honor Award in 1973. He is a member of the American Foreign Service Association.

Mr. Dyess is married to the former Mary Awad. They have one child.

* * *

Mr. Countryman is a former deputy director of the Office of Regional Affairs in the Bureau of Near Eastern and South Asian Affairs. He was a reporter and feature writer with the Danbury, Conn., News-Times before joining the Service in 1962.

He has held assignments as Foreign Service officer-general, Instanbul, 1963-65; staff assistant in the Department, 1965-66; on detail for Arabic language training in Beirut, 1966-68; and economic and commercial officer in Dhahran, 1968-71. In recent years he has served as economic and commercial officer in Tripoli, 1971-73; deputy chief of mission in Libreville, 1973-75; and student at the Army War College, 1975-76.

Mr. Countryman was born in Brooklyn, N.Y., on January 25, 1933. He received a bachelor's in science from Fordham in 1954. He studied at the University of Berlin as a Fulbright scholar, 1954-55, and received a master's from the University of Miami, 1961. From 1956 to 1958 he was a pilot with the Air Force.

Mr. Countryman is the author of "France, NATO and Tactical Nuclear Weapons," and "Iran in the View of the Persian Gulf Emirates." He is married to the former Illona Vachon; they have a daughter.

Mr. Katz

Mr. Spiers

Mr. Katz has served as deputy chief of mission at the U.S. mission to the Organization for Economic Cooperation and Development, Paris, 1974-78, and as deputy assistant secretary of commerce for international economic policy and research, 1978-80.

He entered Government service in 1950 as foreign affairs officer in State's Office of Mutual Defense Assistance. After transferring to the Foreign Service, he became principal officer in Merida, Mexico, 1951-53. He later was assigned as economic officer in Mexico City. In 1956 Mr. Katz took Russian language training at the Foreign Service Institute, and the following year he took graduate studies in Soviet affairs at Harvard. Then he became an intelligence research specialist in the Department, 1957-59, followed by a tour as secretary of the delegation to the U.S. mission to NATO and the European regional organizations, in Paris. From 1964 to 1966, Mr. Katz was counselor for economic affairs in Moscow.

Following his tour in the Soviet Union Mr. Katz was a fellow at the Harvard Center for International Affairs, 1966-67. In recent years he has held assignments as director of the Office of Organization for Economic Cooperation and Development, European Communities and Atlantic Political and Economic Affairs, in the Department, 1967-74; and head of the task force on international energy policy, 1974.

Mr. Katz was born in Brooklyn, N.Y., on December 4, 1926. He received a bachelor's from Brooklyn College in 1948; a master's in international affairs from Columbia in 1950; and a doctorate from Harvard in 1968. He is the author of "Politics of Economic Reform in the Soviet Union," 1972, and a member of the American Foreign Service Association, American Political Science Association for Comparative Economic Studies and the American Association for Slavic Studies. He won the Department's Commendable Service Award in 1953 and the Meritorious Service Award in 1963.

Mr. Katz is married to the former Edith Shakin; they have two daughters and a son.

* * *

Mr. Spiers is a former ambassador to the Bahamas, 1973-74, and Turkey, 1977-80. He began his career in Government as a foreign affairs analyst with the U.S. Atomic Energy Commission in 1950, and five years later transferred to State as a foreign affairs officer with the Bureau of International Organization Affairs.

He later held assignments as officer in charge of disarmament affairs in the Office of the Special Assistant to the Secretary, 1957-61; director, Office of Political Affairs, Arms Control and Disarmament Agency, 1961-62; and deputy director, then director, of NATO affairs, in the Bureau of European Affairs, 1962-66. From 1966 to 1969 he was counselor for political affairs in London. Mr. Spiers returned to Washington in 1969 to become director of the Bureau of Politico-Military Affairs. He served until 1973, when he became the envoy in Nassau. Following his tour in the Bahamas, Mr. Spiers was appointed deputy chief of mission and minister in London. He then was named ambassador in Ankara. He became head of the Bureau of Intelligence and Research in 1980.

Mr. Spiers was born in Orange, N.J., on July 9, 1925. He received a bachelor's from Dartmouth in 1948, and a master's in public affairs from Princeton's Woodrow Wilson School of Public and International Affairs, where he was a Wilson fellow, in 1950. From 1943 to 1946 he was in the Navy. He is a member of the Council on Foreign Relations, American Foreign Service Association and the International Institute for Strategic Studies.

Mr. Spiers is married to the former Patience Baker; they have three daughters and a son.

* * *

Mr. Murphy was ambassador to Mauritania, 1971-74, and Syria, 1974-78. Before his appointment to Nouakchott, he had served in the Department as country director for Arabian peninsula affairs, 1970-71, and as assistant executive director for personnel, Bureau of Near Eastern and South Asian Affairs, 1968-70.

Mr. Murphy

Mr. Paganelli

He joined the Foreign Service in 1955 and was assigned as a consular and administrative officer in Salisbury. He later was economic officer in Aleppo, 1960-63; political officer in Jidda, 1963-66; and political officer in Amman, 1966-68. In 1979 Mr. Murphy was promoted to the rank of career minister.

He was born in Boston on July 29, 1929. He received a bachelor's from Harvard in 1951, and another bachelor's from Cambridge in 1953. He also received Arabic language training and instruction in area studies at Johns Hopkins and at the Foreign Service Institute in Beirut, 1958-60. He won the Department's Superior Honor Award in 1968.

Mr. Murphy is married to the former Anne Cook; they have a son and two daughters.

* * *

Mr. Paganelli was director of State's Office of Western European Affairs, 1978-79. Before that, he was a member of the Executive Seminar in National and International Affairs.

He joined the Service in 1958 and was assigned as an intelligence research specialist. After taking Arabic language training at the Foreign Service Institute and in Beirut, 1959-61, he was appointed Foreign Service officer-general in Basra. He held a similar assignment in Baghdad, 1962-63. Mr. Paganelli then served as economic officer in Beirut, 1963-65; political officer in Damascus, 1965-67, and in Amman, 1967-68, and then returned to the Department, where he was desk officer for Jordan, then a personnel officer, 1968-71. He became political officer in Rome in 1971. From 1974 to 1977 Mr. Paganelli was ambassador to the State of Qatar.

He was born in New York on November 3, 1931, and received a bachelor's from Hamilton College in 1957. From 1951 to 1954 he served in the Air Force. He has twice won Meritorious Honor Awards—in 1966 and 1974.

Mr. Paganelli is married to the former Donna Smith; they have two daughters.

* * *

Mr. Dean was also ambassador to the Khmer Republic, 1974-75, and Denmark, 1975-78. He began his career as an economic analyst with the Economic Cooperation Administration in Paris in 1950. He later was an industrial analyst in Belgium, 1951-53, and assistant economic commissioner in Saigon, Phnom Penh and Vientiane, 1953.

He was with the Foreign Operations Administration in Saigon in 1953-54, and the following year he transferred to the International Cooperation Administration. In 1956 he became a Foreign Service officer with the Department. Mr. Dean later was political officer in Vientiane, 1956-59; consular officer in Lome, 1959-60; chargé d'affaires in Bamako, 1960-61; and officer in charge of Mali-Togo affairs, 1961-64. After a year's tour as an international relations officer in the Department, he was assigned as political officer in Paris in 1965.

In recent years Mr. Dean was a fellow at the Harvard Center for International Affairs, 1969-70; deputy regional director for AID, in Saigon, where he was on detail from the Department, 1970-72; and deputy chief of mission in Vientiane, 1972-74. He has served in Lebanon since 1978. He was appointed a career minister in 1979.

Mr. Dean was born in Germany on February 24, 1926. He received a bachelor's in science, magna cum laude, in 1947, and a master's in 1950—both from Harvard; and a doctorate from the University of Paris in 1949. He served as a lieutenant in the Army from 1944 to 1946. He is a member of the Harvard

Mr. Dean

Mr. Sherman

Club of New York and the Kenwood Country Club, Washington.

Mr. Dean is married to the former Martine Duphenieux; they have two sons and a daughter.

* * *

Mr. Adelman served as Congressional liaison officer for AID, 1975-76, and as assistant to the Secretary of Defense, 1976-77. From 1972 to 1975 he did research for his doctoral dissertation, at Georgetown University and in Kinshasha, Zaire.

He was legislative officer for the Department of Commerce, 1968-70, and special assistant to the director of Volunteers in Service to America, and also to the director of congressional relations, Office of Economic Opportunity, 1970-72. He has done free-lance writing, 1977 to the present.

Mr. Adelman was born on June 9, 1946, in Chicago. He received a bachelor's from Grinnel College in 1967, and a master's in foreign service (1969) and a doctorate (1975) from Georgetown. He is the author of "African Realities" and of many articles. He is a member of the International Institute for Strategic Studies. He has won the Secretary of Defense Outstanding Public Service Award, 1977. He is a member of Pi Sigma Alpha, the national political science honor society.

Mr. Adelman is married to the former Carol Craigle; they have two daughters.

* * *

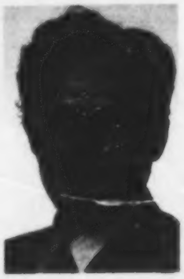
Mr. Sherman was director of Japanese affairs in the Department, 1974-77, before he was assigned to Tokyo in 1977. Prior to joining the Foreign Service in 1951, he was an instruction administrator with the Army in Seoul, 1946-48, then research assistant with the Economic Cooperation Administration, also in Seoul, 1948-50.

After a tour as a research analyst in State's Bureau of Intelligence and Research, he was assigned as vice consul in Yokohama in 1952. He later was political officer in Tokyo, 1954-56; intelligence research specialist in the Bureau of Intelligence and Research, 1956-58; Belgian desk officer, 1958-60; and political officer in Rome, 1960-65. He returned to Washington in 1965 to become a supervisory personnel officer. From 1966 to 1967 he was special assistant to the deputy under secretary for administration.

Mr. Sherman then was assigned to the National War College. Following his studies there, he became principal officer in Kobe-Osaka, serving from 1968 to 1970. In recent years he was counselor for political affairs, Tokyo, 1970-73, and supervisory personnel officer in the Department, 1973-74.

Mr. Sherman was born in Edmonton, Ky., on September 27, 1923. He received a bachelor's from the University of Louisville in 1946. He was a lieutenant in the Navy from 1943 to 1946, and again from 1950 to 1951. He won the Department's Superior Honor Award last year. He is a member of Omicron Delta Kappa.

Mr. Sherman is married to the former Mary Jane Hazelip; they have two sons and a daughter.



Mr. J. Walker

Mr. Zweifel

Julius Walker was director of State's Office of International Conferences, 1976-78. He joined the Department in 1956 as an information officer in the News Division, and later was assigned as a consular officer in Valletta. From 1961 to 1963 he was political officer in Bujumbura and, from 1963 to 1965, he was a personnel officer in the Bureau of Personnel. After a tour as an international relations officer in the Department, 1965-66, he became deputy chief of mission at Fort Lamy.

Mr. Walker later served as political officer in London, 1969-72; on detail to the National War College, 1972-73; director of State's Office of African Regional Affairs, 1973-75; and director, Office of Directorate for Transportation and Communication Agencies, 1975-76.

He was born in Plainview, Tex., on February 21, 1927. He received a bachelor's in fine arts from the University of Texas in 1950, and a master's in science from George Washington University in 1973. He is a member of the National Press Club, Society for Historians of American Foreign Relations and the American Foreign Service Association. Mr. Walker received the Department's Superior Honor Award last year.

Before joining the Foreign Service, Mr. Walker was an assistant manager of a grocery store, a claims adjuster for an insurance company, a newspaper reporter in Waco, Tex., and an announcer for a television station in Temple, Tex. He is married to the former Savannah Tunnell; they have three children.

* * *

Mr. Anderson was deputy executive secretary of the Department 1977-78. He joined the Foreign Service as an intelligence research analyst in 1959, then became a management analyst. He has served as political officer in Belgrade, 1962-65; Bamako, 1965-67; U.S. mission in Berlin, 1967-70; U.S. mission to NATO, in Brussels, 1970-71; and Bonn, 1971-75. He became director of the Department's Office of Central European Affairs in 1975. After his tour in the Executive Secretariat, he was assigned as assistant chief of mission in Berlin.

Mr. Anderson was born in Kirkcaldy, Scotland, on January 3, 1937. He received a bachelor's from Union College in 1958 and a master's from the Fletcher School of Law and Diplomacy in 1959. He is a Phi Beta Kappa scholar. He and his wife, Doris Helen, have two daughters and a son.

* * *

Mr. Zweifel was deputy director for Egyptian affairs, 1977-79. He joined the Service in 1962 and was assigned as political officer in Rio de Janeiro. He returned to the Department in 1965 to become a personnel officer. After receiving Arabic language training in Beirut, 1967-68, he was assigned as consul in Amman.

Mr. Zweifel later was political officer in Mexico City, 1971-74 and deputy chief of mission in Muscat, 1974-76. He was detailed to the National War College, 1976-77. After completing his studies there, he was assigned to the Bureau of Near Eastern and South Asian Affairs.

He was born in Denver on September 13, 1934. He received a bachelor's from Oregon State University in 1957. From 1957 to 1962 he was a lieutenant in the Navy. He was a Naval Reserve Officer Training Corps instructor at Princeton, 1960-62. Mr. Zweifel has won the Department's group Valor Award, 1970; Meritorious Service Award, 1974, and also the group Meritorious Service Award, 1974. He is married to the former Maria Oliveira; they have a son and a daughter. □

State lawmaker eyed for narcotics post

Mr. DiCarlo

President Reagan has announced his intention to nominate Dominick L. DiCarlo, a member of the New York State Assembly since 1965 and a practicing attorney since 1954, as the new assistant secretary for international narcotics matters. He would succeed K. Mathea Falco.

From 1959 to 1962 Mr. DiCarlo was an assistant U.S. attorney for the Eastern District of New York. During the last two years of his tenure there, he was chief of the organized crime and racketeering section. He also has served as vice chairman of the New York Joint Legislative Committee on Crime, 1969-70, and the Select Committee on Correctional Institutions and Programs (Attica investigation), 1972-73. He was chairman of the New York State Assembly Standing Committee on Codes, 1971-74, and an ex-officio member of the New York State Law Revision Commission and the New York State Judicial Conference. From 1975 to 1978 he was deputy minority leader of the state assembly.

Mr. DiCarlo was an insurance adjuster and trial attorney with Allstate, Brooklyn, 1954-57; casualty adjuster, Fidelity & Casualty Co., New York and Brooklyn, 1957-59; an attorney with Amideo Guzzone, Centereach, N.Y., 1962-63; and assistant professor, Long Island University, 1974-75.

He was born in Brooklyn on March 11, 1928. He received a bachelor's from St. John's College in 1950; a degree from the university's school of law in 1953; and a master's from New York Graduate School of Law in 1957. From 1946 to 1948, and again from 1950 to 1951, he served in the Army. Mr. DiCarlo is married to the former Esther Hansen; they have three sons and a daughter. □

White House selects 4 for international panels

President Reagan has announced his intention to nominate several persons as members of international panels and agencies. They include:

People at State

James Stromayer, U.S. coordinator for the UN Conference on New and Renewable Sources of Energy in Nairobi, was accorded the personal rank of ambassador by President Reagan. . .The President also accorded that rank to **Gordon Sumner Jr.**, while he serves as special adviser to Secretary Haig and during his consultations with officials in Latin America and the Caribbean. . . **Alan D. Romberg** is the Department's new deputy spokesman, and **Rush W. Taylor** is the new director of the Office of Press Relations. . . **David H. Burns** has been named director of the Office of Energy Producer-Country Affairs in the Bureau of Economic and Business Affairs. . .

Alvin P. Adams is the new deputy executive secretary of the Department. . .**Katherine Shirley** is director of the Secretariat Staff. . . **J. Donald Blevins** has been appointed deputy assistant secretary for passport services. . .**Christopher M. Lehman** is director of the Office of Strategic Nuclear Policy in the Bureau of Politico-Military Affairs. . .

Jacques J. Gorlin, economic affairs assistant to former Senator Jacob J. Javits, R.-N.Y., is now executive assistant to the under secretary for economic affairs, Myer Rashish. . .**Frontis B. Wiggins** is staff director, Board of Examiners for the Foreign Service. . .**Gerald E. Manderscheid** is executive director, Bureau of African Affairs, and **Leonard G. Shurtleff** is his deputy. . . Recent appointments in the Office of the Inspector General include those of **Philip J. Harrick Jr.**, in charge of investigations; **Hugh B. Hollingsworth**, head of audits; and **Richard J. Dols**, chief of the Coordination and Review Staff. . .

KUALA LUMPUR, Malaysia—With Ambassador *Ronald D. Palmer*, center, following presentation of his credentials are, from left: *Robert J. Morro*, Foreign Commercial Service officer; *Richard J. Blabey*, agricultural attaché; *Peter B. Swiers*, political counselor; *M. Bruce Hirshorn*, economic counselor; *Robert L. Skidmore*, special assistant; *Elona M. Anderson*, acting administrative officer; *Jerrilyn Pudschun*, consul; *M. Lyall Breckon*, deputy chief of mission; Col. *Franklin W. Collins*, defense attaché; *James B. Dockery*, drug enforcement agent; *Val R. Mahan*, refugee and migration officer.

- Donald Eugene Santarelli, a Washington lawyer, to be a member of the board of the Overseas Private Investment Corp.
- Donald L. Totten, an Illinois state senator, to be a U.S. commissioner on the International Joint Commission, United States and Canada.
- Mark Goode, a California television producer and businessman, and Ben J. Wattenberg, senior fellow at the American Enterprise Institute, Washington, to be members of the Board for International Broadcasting. □

Smyser gets high UN refugee post

Mr. Smyser

William Richard Smyser, a career Foreign Service officer and until recently acting director of State's Bureau for Refugee Programs, has been named the United Nations' deputy high commissioner for refugees, effective September 1. Mr. Smyser, who is on leave from the Department, will serve with the high commissioner, Poul Hartling, in Geneva. His two-year appointment is at the assistant secretary general level.

Mr. Smyser, 49, joined the Foreign Service in 1955 after two years with the Army. He was political counselor in Bonn, political officer in Saigon, and also served in Algiers and Berlin. He was in Paris at the Vietnam peace conference and has served twice on the National Security Council staff in Washington.

He has a doctorate in political science from George Washington University, as well as advanced degrees from Harvard and Georgetown. He has been a fellow at the Woodrow Wilson International Center for Scholars in Washington, the Harvard Center for International Affairs and the Center for Strategic and International Studies at Georgetown. He is the author of several books on international relations. Mr. Smyser is married and has one child. □

Environmental post goes to Funkhouser

Mr. Funkhouser

Richard Funkhouser, 64, a former ambassador and career Foreign Service officer, has been named director of the Office of International Activities in the U.S. Environmental Protection Agency. EPA administrator Anne M. Gorsuch, announcing the appointment, said: "Ambassador Funkhouser brings to his new office not only comprehensive international experience but invaluable background as a geologist and energy expert."

Mr. Funkhouser studied civil engineering, geology and geophysics at Princeton University, where he was graduated in 1939, summa cum laude. Prior to World War II, he was employed by steel and oil companies as a geologist at home and abroad. During the war, he served as an Air Force pilot in the China-Burma-India theater.

As a diplomat, Mr. Funkhouser has served as economic counselor in Moscow, political counselor in Paris and ambassador to Gabon. From 1972 to 1974 he was a member of State's Policy Planning Staff, as an energy specialist.

Mr. Funkhouser resigned from the Foreign Service in 1976 to become an international affairs consultant, resident in Edinburgh, Scotland. He is a trustee of the Scottish Civic Trust, Scotland's principal environmental body. He is the author of numerous papers on international affairs, energy and geology, including the basic tables on the magnetic susceptibility of sedimentary minerals.

Mr. Funkhouser is married to the former Phyllis Parkin of St. Louis; they have a son and a daughter. ■

Honors and Awards

New program brings sabbaticals to 3 career officers

Three Foreign Service officers—Richard L. Jackson, John H. Kelly and Robert E. Tynes—have received a year's leave of absence under the Department's new Una Chapman Cox Sabbatical Leave Program. State is paying their full salaries while they do research, write or lecture. In addition, the Cox Foundation gave each of them a grant of up to $25,000 to help pay their expenses relating to the projects.

Ms. Cox, head of the foundation, presented the awards to the winners at a luncheon ceremony on the eighth floor on August 20. Under Secretary Richard Kennedy thanked the donor and the foundation for their generosity in establishing the program, which is on a one-year trial basis. It seeks to "recognize, reward and encourage" qualifying career members of the Foreign Service to "enrich their careers, support their professional development and, in general, support and strengthen the Foreign Service of the United States."

The program is limited to Foreign Service officers of the State Department. Candidates must be career members of the Service, available for worldwide assignment, and in the classes of counselor and FS 1-3. They must propose a project for their sabbatical year. But any project of "work, travel, lecturing, teaching, study, research, writing or other activities, or a combination of these, which will be rewarding and fulfilling to the grantee, and of utility to the Foreign Service and the employee's professional development may qualify for consideration," a Department Notice has said.

Mr. Jackson, currently assigned to the U.S. mission to the United Nations, intends to do research and write a book on the non-aligned movement, within the context of the UN family of agencies. Mr. Kelly, assigned to the Office of Management Operations and a former deputy executive secretary of the Department, plans to do research and write a book on the decision-making process relating to national security. Mr. Tynes, chief of the consular section in Budapest, expects to spend his sabbatical year "improving the dialogue" on consular matters between the Department, Congress and the public.

The selection committee included director general Joan M. Clark, director Paul H. Boeker of the Foreign Service Institute, and Assistant Secretaries Thomas M. Tracy and Nicholas A. Veliotes. The program is administered by the Training and Liaison Staff in the Office of Foreign Service Career Development and Assignments. ■

Una Chapman Cox with the three sabbatical winners. From left: Mr. Tynes, Mr. Jackson, Mr. Kelly. (Photo by David M. Humphrey, Visual Services)

Education and Training

Implementing career provisions of the new Foreign Service Act

Foreign Service Institute is reorganizing curriculum to meet this challenge

BY PAUL H. BOEKER

The author, a career officer who has served as an ambassador, is the director of the Foreign Service Institute.

Mr. Boeker

SECTION 703 of the new Foreign Service act says: "The Secretary shall establish a professional development program to assure that members of the Service obtain the skills and knowledge required at the various stages of their careers." The act, then, envisages training not as an occasional and haphazard interlude in some careers but as a systematic contributor to all Foreign Service careers. In line with this mandate, the Foreign Service Institute and the Bureau of Personnel have sought to reaffirm the role of training in the Department—to assure that it does indeed meet the needs of all members of the Service, and thus enhance the capabilities of the Service and the Department as a whole.

This new emphasis recognizes that the principal resource the Department deploys in carrying out U.S. foreign policy is its people. Their effectiveness often determines the difference between success and failure in our diplomacy. This is particularly important in an era when the Department's workforce is not increasing and indeed has not increased since 1960. Meanwhile, the number of nations with which we have relations has increased dramatically, and the substance of international affairs has extended to new and difficult areas. Refugees, energy problems and a vast array of scientific and technological issues were barely on the horizon of the diplomat of 1960.

Jessie Colson* of faculty, standing, and *Madeline Smith* confer during secretarial training. *(Photo by Tom Bash, Foreign Service Institute)

The Department sees professional development of its employees as a careful blend of increased training at critical points in an employee's career and greater attention to the developmental aspects of specific assignments and successions of assignments. A systematic approach to assignments has thus been envisaged from the beginning as an essential element of career development, along with training.

To assure that everyone receives adequate training, it was necessary to solve what we at the institute call "the delivery system problem." This problem arises both with regard to training for the next assignment (for example, no language training for the secretary needed at post) and for career development (for example, the sought-after employee who can never be spared for professional or management training). The result has been a large number of employees sent to new assignments without adequate professional or language training. To meet this problem, training has been given new emphasis and made an integral part of the succession of assignments members of the Service receive over a career. Thus, the Department has begun to budget and schedule training assignments as a normal (and, in some cases, mandatory) part of the assignment process. To implement this concept, we have been given additional training positions, in line with the annual investment in training that the Department will need to make under the new professional development plan.

Solving the delivery problem was only half the answer. The substance of training was equally important. Therefore, the institute, in response to demands of a more systematic professional development program, is changing the content of virtually all its training programs. The heart of the program for Foreign Service officers is required professional training for all at three key points in their careers—junior officer/entry, mid-level and threshold to the senior service. Language and area studies have been redesigned to be more job-related and country-specific, and to reach many more people—in particular by increasing language-learning positions and by providing advanced country/area studies in conjunction with all long-term language training. In addition, a new generation of language courses has been developed for those, including staff members, who frequently in the past could not schedule long-term language training. Finally, traditional management and secretarial training has been modernized. Many courses now use a programmed self-paced, instructor-monitored format similar to the successful "ConGen Rosslyn" consular training.

The Core program for Foreign Service officers

In 1980, entry-level training for junior officers was extended to seven weeks, with increased emphasis on teaching job skills, as opposed to just providing orientation to the Service and the Department. New officers are trained in operational and communication skills with tests and critiques of their performance in the types of tasks they will perform in their first assignments. The junior officer course is now followed by five weeks of consular training at "ConGen Rosslyn." Officers

—(Continued on next page)

Schedule of courses at Foreign Service Institute

Program	*Oct.*	*Nov.*	*Dec.*	*Length of course*
Administrative training				
Administrative CORE	5,26	30	—	3 weeks
General Services Operations	26	16	21	3 weeks
Personnel Laboratory	—	16	—	2 weeks
Budget and Financial Management	26	16	—	6 weeks
Coping with Violence Abroad	5,26	2	14	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	30	—	3 weeks
Consular Employees' Professional Seminar	26	—	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	—	2	—	3 weeks
Executive development				
Executive Performance Seminar	—	15	—	5 days
Supervisory Studies Seminar	—	29	—	5 days
Political training				
Executive-Congressional Relations	5	—	—	1 week
Orientation				
Orientation Program for Foreign Service Officers	—	4	—	6½ weeks
Orientation Program for Foreign Service Personnel	—	23	—	5 days
Department Officer Orientation Program	—	23	—	2 days
Foreign Service Secretarial Training	19	—	—	5 days
Department Clerical Orientation	13	9	—	4½ days
Clerical workshops				
Dictation and Transcription Workshop	5	—	—	8 weeks
*The Art of Dictation Workshop	—	20	—	4 hours
*The Art of Machine Transcription Workshop	—	20	—	4 hours
*Self-paced, instructor monitored				
Secretarial skills				
Basic Office Skills and Techniques	—	2	—	24 hours
Communication skills				
How to Communicate by Letter and Memo	—	2	—	10 days
English and Communication Skills	6	—	—	6 weeks
Reading Development Skills I & II	14	—	—	20 hours
Fundamentals of Writing (for Government)	—	2	—	5 weeks
Courses for managers				
Advanced Writing for Senior Managers	—	10	—	20 hours
Effective Oral Communication for Managers	15	—	—	20 hours
Overseas Briefing Center				
Two-Week Family Workshop	19	—	—	2 weeks
English-Teaching Seminar	5	—	—	1 week
Career Counseling Seminar	13	—	—	4 days
Community Skills Seminar	—	16	—	1 week
Re-entry Workshop Saturdays	—	21	—	1 day
Evenings	14	—	—	
Mondays	—	2	—	
Going Overseas Wednesdays	7	4	—	1 day

—(Continued on next page)

—*(Continued from preceding page)*

going to political, economic or rotational jobs will receive the new two-week analytic reporting skills course. Finally, the new, coordinated language training/area studies program is offered to those who require language proficiency.

Soon after officers are tenured, they will all be scheduled for assignment to the 20-week, mid-level course. The first offering of this new and highly innovative program began in August, and will be scheduled every six months thereafter. The program prepares officers for work during the 10-to-15-year span extending from the time they receive tenure at the FO-4 level until they reach the senior threshold at FO-1. Officers experience an intensive program designed to provide an in-depth understanding of our rapidly changing world. The course will deepen officers' knowledge and skills within career cones, provide requisite skills to fill out-of-cone assignments, acquaint officers with the dynamics of the foreign policy process and furnish the broader policy perspective essential to carrying out future assignments. The program is divided into four units: (1) an introduction to the changing global context, (2) an advanced course of professional training in an officer's functional specialty, (3) a management and Washington bureaucratic skills segment, and (4) an elective course in a specific policy area such as energy, science and technology, political-military affairs, Washington operations or political analysis.

The program design combines the latest in academic theory with the relevance and realism of practical application. Extensive use is made of case studies, simulations and exercises drawn from recent foreign policy experience. The changing foreign policy environment is the prime area of analytic focus throughout the course. Officers are assigned extensive reading and written work; periodic testing is intended to assure that the highest standards of academic excellence are maintained and rewarded. Finally, the mid-level program will provide officers with an opportunity for self-assessment and career planning, along with appropriate counseling, to seek an accommodation between the changing needs of the Service and the aspirations of the individual.

The institute is making arrangements with several leading graduate schools to provide graduates of the mid-level course credits that can be applied toward advanced degrees. A number of colleges and universities have reacted positively, and we expect the course to receive accreditation for a significant portion of the credits needed for a graduate degree.

The threshold to the Senior Foreign Service is the last stage of the professional core program. This program focuses on the knowledge and skills essential to the transition to executive positions and high-level involvement in policy formulation. Part of this training program will build upon and make use of existing programs at such institutions as the Federal Executive Institute of the Office of Personnel Management. New training programs will also be developed which emphasize the particular role of the Senior Foreign Service and the Department in the making and implementation of foreign policy, as well as the requirements of effective operation in the foreign affairs community and in relations with

—*(Continued from preceding page)*

Area studies and language training

Program	*Oct.*	*Nov.*	*Dec.*	*Length of course*
Area studies				
Africa, Sub-Sahara	—	2	7	2 weeks
Western Europe	—	2	7	2 weeks
People's Republic of China	19	—	—	2 weeks
East Asia	—	2	—	2 weeks
Eastern Europe and USSR	—	2	—	2 weeks
Latin America	—	2	7	2 weeks
Near East and North Africa	—	2	7	2 weeks
South Asia	—	2	—	2 weeks
Southeast Asia	—	2	—	2 weeks
Language and advanced area courses				
French	19	16	14	20 weeks
German	—	16	—	20 weeks
Italian	—	16	—	20 weeks
Portuguese	—	16	—	24 weeks
Spanish	19	16	14	20 weeks
Familiarization and short-term (FAST) courses				
French (Metrop.)	19	16	14	10 weeks
French (Sub-Sah.)	19	16	14	10 weeks
German	—	30	—	10 weeks
Italian	—	30	—	10 weeks
Japanese	19	—	—	6 weeks
Portuguese (L.A.)	—	30	—	10 weeks
Portuguese (Eur.)	—	30	—	10 weeks
Spanish (Eur.)	19	16	14	10 weeks
Spanish (L.A.)	19	16	14	10 weeks
Turkish	5	—	—	6 weeks
Early morning language classes				
Chinese (Standard)	5	—	—	17 weeks
French	5	—	—	17 weeks
German	5	—	—	17 weeks
Italian	5	—	—	17 weeks
Portuguese	5	—	—	17 weeks
Russian	5	—	—	17 weeks
Spanish	5	—	—	17 weeks □

Congress, the press and political interest groups. A program of five weeks is now in the design stage and should be ready in late 1982.

Language and area training

Language and area training also are undergoing far-reaching changes. Traditionally, such training has aimed at teaching a general knowledge of a particular language and region. This has been replaced by a more focused approach that seeks to target training to those skills essential to working and living in a particular foreign country. Various methods have been developed to make language training more relevant.

One popular innovation was the advent of the FAST (familiarization/short term) language courses in 14 languages. These are courses of 6 to 10 weeks, designed to impart to the student an ability to handle the practical, day-to-day work and living situations encountered abroad. The emphasis is on communicative ability, problem-solving and surviving in a foreign language environment. The courses are particularly well-suited for members of the Service not going to "language-designated positions," and dependents who need to function in a foreign language and culture but who may not be able to take the standard, long-term language training.

FAST courses are available only at the institute for the time being, as they are still receiving their finishing touches. If you have been lucky enough to have taken a recent FAST course, our School of Language Studies would like your comments. It is hoped that these courses will be available for publication and post language programs in 1982. Until then, if you want language training but can't fit in 20 to 40 weeks, look into the FAST courses as a good alternative.

The standard language courses we offer are also undergoing changes. Again, the emphasis is to develop needed skills. This time the approach is something called "Bridges." These are two-to-four-day exercises, usually six per program, scattered throughout a language course. They are designed around teaching representative or typical skills needed by all overseas employees, be they with State, AID, ICA, Defense, etc. For example, everyone overseas requests information or an opinion, tries to persuade, defend or explain, listens to the radio or reads the newspaper. The premise is that these are common language skills required by anyone working or living overseas and can be taught as such.

With the Bridges method, the emphasis is shifted from the language itself to the task one wishes to accomplish. The goal of an exercise becomes reaching an agreement, eliciting information or persuading someone, rather than perfect repetition of a dialogue. Refocusing on the task means that the task, not solely the grammar, determines the internal dynamics of a Bridge. Like life, a Bridge has built-in uncertainty. An instructor can change an answer or use language beyond the current level of the student, just as a visa applicant, businessperson or politician is likely to do. This adds a new authenticity to the study of a language—providing experience in coping with ambiguity and managing a conversation.

Another major change has been to provide advanced area studies as a coordinated part of all long-term language training. During language training (20 to 44-week courses), students now attend advanced area studies one morning or afternoon a week. Classroom topics are carefully linked to language training, particularly Bridges. Each session includes a brief summary of the day's lecture in the language being learned. In turn, language instructors use area studies topics in the class, thus completing the circle.

The new, advanced area studies are more country and job-specific than the regional seminars. The geographical breakdown has been increased from 9 to 26. For example, a person going to Brazil no longer attends a generalized Latin America regional seminar, but rather a specific course on Brazil. This provides more in-depth coverage of each country, as well as smaller class sizes that encourage active student participation. The new approach begins by examining a current issue and how it affects U.S. foreign policy. From there, the class proceeds to analyze and study the broader historical, political, economic and cultural background which shapes the issue. This focuses the class on providing essential background information necessary for understanding and functioning in a foreign country. Area studies will thus not only provide interesting information, but also will help you do your job.

Civil Service development program

The Civil Service Reform Act of 1978 requires every Government agency to establish, operate and maintain a program for training and career development of its Civil Service employees. In 1980, the Department established a Civil Service Training Council to develop a coherent policy and program that meets this requirement while complementing Foreign Service training. The council recognizes, and has sought to develop a responsive employee development program that organizes work experience in order to develop employee potential while meeting Departmental needs. The program is a systematic approach both to identify individual and Department training needs and to provide specific training and development opportunities to meet those needs. Each bureau will have a training officer responsible for implementing the policy and coordinating training activities. Administered by the Bureau of Personnel and the institute, the program includes Senior Executive Service members and candidate development, management, supervisory and specialist development, clerical and technical development and Upward Mobility.

Secretarial training

Training for secretaries, both Foreign Service and domestic, also was modernized and improved. Traditional classroom lectures were replaced by a programmed self-instructional format similar to that of "ConGen Rosslyn." Students work at their own pace, progressing through a series of modules designed around a necessary core area of expertise. Because this training is self-paced, this method will be better adapted to the varied levels of education and experience students bring to the classes.

The first courses redesigned for the self-paced instructor-monitored format were Foreign Service secretarial training and Department clerical orientation. Content and instruction for the Foreign Service course were developed around the organization of an overseas mission, while the Department course was developed around the organization of the Department. Classes include instruction in the organization of the Department and a typical embassy, identification of TAGS, correspondence preparation, vouchers, time and attendance records, office management, human relations and an introduction to word-processing concepts and techniques that includes hands-on use. Each course concludes with an in-box exercise covering every section of the Department or embassy to which a secretary might be assigned.

The remainder of the 31 classes offered by the Communications and Clerical Skills Division are in-service courses. They are designed to improve the performance of experienced personnel by sharpening their skills, updating their knowledge of Department procedures—particularly important to those returning from overseas—or introducing employees to the latest technologies or methods used by the Department. Many of these courses also are taught utilizing the self-paced, instructor-monitored format.

With advanced writing courses for managers and Foreign Service officers, an off-site management skills seminar for senior secretaries, a course for those going overseas as ambassadors' secretaries and a reorientation course for secretaries returning to the Department from overseas, class offerings include much more than just typing, travel vouchers and telephone techniques. □

Language proficiency program is announced

The Department has announced a new language incentive program, the highlights of which include:

—Expansion of in-step salary increases for the study and achievement of S-3/R-3 proficiency in an incentive language, to include all ranks of the Foreign Service. In the past, this has applied only to junior officers.

—A 10% salary bonus for personnel with an S-3/R-3 proficiency in an incentive language, and an additional 5% bonus for those at the 4/4 level, assigned on an initial tour to a language-designated position at an incentive language post.

—A 10% salary bonus for personnel qualified at the S-3/R-3 proficiency level in an incentive language, and an additional 5% bonus for those at the 4/4 level who return for subsequent tours of duty in incentive language countries, whether or not the individual encumbers a language-designated position.

Details of the program are in Foreign Affairs Manual Circular 81-30, issued June 19. □

Word processing techniques are reviewed by *Ben Acton*, left, director of computer operations; *Evan Press*, special assistant to the institute director; and *Ruth Goldberger*, a Spanish-language student. *(Photo by John McClelland, Foreign Service Institute)*

Learning German the FAST, FAST, FAST way

By Rosalie B. Kahn

Here is one student's experience with the new breed of short-term language course. Ms. Kahn serves in Vienna as a secretary on the U.S. delegation to the mutual-and-balanced-force-reduction talks.

It was a cold, sunny morning in February. I leaped out of bed, only partially enthusiastic, because I was still tired from the trip from Bogota. I was on a short home leave, which would be split up between the 10 weeks of German I was to take at the Foreign Service Institute and the rushing around we usually do when we are back in the States.

Ms. Kahn

I had already been through the basic Spanish course at the institute, and I knew very well what I was going to be up against now—lots of very hard work, six grueling hours a day of studies, lots of time in the lab and hours of study each night. In addition, there would be running around for the things needed in Vienna, my next post.

On our first day in class, there were nine of us. The teachers gathering us together kept calling us the FAST (familiarization/short term) German course, whatever that meant! We soon found out.

On our desks was a looseleaf book in bright red entitled "Short German Course." Our class, we learned, was a new and experimental course, programmed specially for students who had only 10 weeks to learn German. After our first week with this difficult, but interesting language, I knew I would have a good experience. I enjoyed the basic-course students hassling us good-naturedly about being the "FAST class."

The course dealt with the very basic things one needs when one first arrives at a new post, such as getting around the city, asking for directions, buying necessities, etc. I found that, during the course, the main issue was not grammar but, rather, learning to deal with everyday situations. Some of the topics we covered were: At the hotel; parties and smalltalk; emergency information; going to the theater; formal and informal introductions; telephone usage; and marketing.

During the course, I found that I could study sufficiently, yet have time to see friends and tend to other business. In classes like this, there's always an element of stress, but because the FAST course is geared towards light conversation, getting around comfortably, etc., the pressure seemed greatly reduced. The teachers marveled at us when we said something perfectly (well, almost perfectly!), and they empathized when we goofed. But, always, they encouraged us to go forth, stressing that it was important to try to be understood, even if what we said was not 100% gramatically correct.

At last, this first FAST German course graduated. With lots of *auf wiedersehens,* we departed for our respective posts. Later, as I proceeded to the luggage pickup at the airport in Vienna, I noticed an information booth. I walked towards it slowly, practicing in my head: "*sprechen sie Englisch?*" At the window, a young woman turned and smiled, and I very proudly and confidently said, "*sprechen sie Deutsch?*" I smiled widely, assuming I had done well, until I realized, by the look on her face, that I had goofed! "Do you mean English?" "Uh, yes, thank you."

Finding no message left for me, I scurried off quickly and found my new boss and the embassy driver. Intending not to give up, I began a conversation with the driver, who was very kind and encouraged me to speak with him in German. Having regained my confidence, I ventured out onto the streets of Vienna, where I purchased fruits, vegetables, and flowers; took a taxi; and even took film to be developed. My greatest accomplishment, however, was obtaining a long-distance number from the telephone operator! Shortly, I was ordering magnificent dishes in restaurants, asking for wine lists and dessert menus. (Now, I can do these things only TOO well!)

After only eight weeks in Vienna, I can honestly say that the FAST German course has been tremendously helpful. I am continuing my lessons with the Austrian teacher here. □

FAST language course in French includes simulation of bargaining. *Beverly Rochester,* right, and *Jean Wax* are taking instruction from *Aristide Pereira.* *(Photo by John McClelland, Foreign Service Institute)*

New deputy chiefs of mission attend seminar in West Virginia

From left: *Donald Bramante, David Shinn* and *Carl Schmidt.*

FOURTEEN Foreign Service officers slated to become deputy chiefs of mission at posts around the world were given instruction on how to get along with their ambassadors and how to manage their staffs, at the 10th annual seminar for persons of their rank, sponsored by the Foreign Service Institute, July 6-15.

The sessions—from 8 in the morning until 10:30 in the evening—were held during the first week at Cacapon Lodge, near Berkeley Springs, W. Va., winding up in the second week, at the institute in Rosslyn, with a workshop on the roles of the deputy chief and spouse in working with embassy families and the American community abroad.

Although most of the members had 15 to 20 years' experience as Foreign Service officers, few had received intensive training in management. Class members recounted their insights of life at post. They discussed freely their impressions, gained overseas, of ambassadors and deputy chiefs. Some vowed that the principals in case histories they were given to study actually had been their bosses, at one time or another. Others in the class recounted their experiences as deputy assistant secretaries, counselors of embassy, or as chiefs of political, economic, consular or administrative sections. Many reported on their work as former students at the institute's Executive Seminar in National and International Affairs, at the NATO Defense College and at the National War College. Four members had served in the Pearson ("Assignment America") Program as aides to governors and state and local organizations.

Throughout the first week, the class was taught principles of psychology, sociology, the behavorial sciences, human relations, and management skills—in order to obtain "cooperation and support" from ambassadors, the desk officers and country directors at State, representatives of other agencies at post, and from other managers, subordinates and peers. The students were told to delegate, to build trust, to create an "open, participative problem-solving climate" so they could get work done "efficiently and effectively." The class saw films on decision-making, "group-thinking," the "power of listening" and other subjects. They delved into the problems of staff morale, coping with stress, the assignment of

At the seminar

Participants in the deputy chiefs of mission seminar and the posts to which they have been assigned:

- Andrew Antippas—Nassau.
- John Blacken—Santo Domingo.
- W. Dixon Boggs—The Hague.
- Donald Bramante—Port-of-Spain.
- Philip Cook—Pretoria.
- Ford Cooper—Asuncion.
- Marion Creekmore—New Delhi.
- Peter Jones—Gaborone.
- Richard Laroche—Paramaribo.
- David Morrison—Kampala.
- Carl Schmidt—Dacca.
- David Shinn—Yaounde.
- Paul Taylor—Guatemala City.
- Leo Wollemborg—Port Louis.

junior Foreign Service officers, the relationships with the host country, and the role of foreign nationals. Nor did they neglect the roles of Foreign Service wives, communicators and secretaries.

One lecturer, institute director Paul H. Boeker, a former envoy to Bolivia, noted that the deputy chief of mission is "an extension of the ambassador's own leadership." The No. 2 person should have "initiative, good judgment and be able to assume the role of chargé d'affaires at any time," he said. "The deputy is the ambassador's alter ego. He performs the 'quality control function' at the post, particularly for the political ambassador."

The deputy chief also is the "eyes and ears of the mission," the "mayor" of the American community and the social chairman of the post, he said. "Personnel decisions are terribly important," Mr. Boeker warned. "Look after your own people and help them. Morale at the post is a critical issue. It's your problem and you can't avoid it; deal with it with firmness and sensitivity.

"Remember, the chief of mission is the President's representative and has tremendous responsibility. It is very important that you do not come across primarily as a 'State Department careerist' who stresses the 'old-boy network' and excludes others. You are, in fact, a member of the Foreign Service of the *United States* and should know what goes on in the other agency offices at post. You should cooperate with the members of the country team. You have a coordinating role with the country team; establish it delicately.

"Don't come on too heavy too early. Employ tact and understanding, and don't run around giving orders. The deputy also has a confessor role: people will come to you and your spouse with problems, and you've got to figure out how to deal with them on a confidential basis.

"Maintain strong personal relationships with the ambassador, and protect him. His success is your success. Build confidence and a strong team. In the end, it will help make your mission a success."

In answer to a question, Mr. Boeker said: "What should you do during the first 48 hours at post? I advise spending as many hours as possible with the ambassador. Decide between you what is the division of labor, and what he expects you to do. Visit the entire mission and establish your own priorities. And pump everybody's hand. Do it when you are in a good mood—and have a good word for everybody."

Mr. Boeker cautioned the deputies to avoid rewriting the sections' many cables to the Department. He said: "Kick things back to the section chiefs; you don't have the time to redraft everything yourself." He urged the deputies to work closely with their section chiefs and to bring them to the country-team meetings so they would be familiar with the work of other agencies. The speaker also called upon the class members to acquaint themselves with the role of other representatives at post, such as those of Defense, AID, ICA and Treasury, and their agency requirements.

Another lecturer was Bruce Laingen, former deputy chief in Afghanistan and chargé d'affaires in Iran. "So much of this is common sense," he said. He urged the class to "be yourselves. Don't resort to pretense—you know how quickly pretense can be seen through." He added: "Know your mission. Know your ambassador like a book. Be a channel for the ambassador. Be open; maintain an open door. And, remember, you are *not* the ambassador—don't upstage him. Fundamentally, how well you do your job will depend on how far the ambassador trusts you, your expertise, and your

Richard Laroche, left, *Donald Bramante* and *Paul Taylor*.

From left: ***Marion Creekmore, Carl Schmidt, John Blacken, Paul Taylor*** **and** ***Leo Wollemborg.***

honesty.

"Are you going to be loyal or brutally frank? Obviously, it's a mixture of both. You have to tell the ambassador *when* he's wrong and *why* he's wrong. He depends on you; you have to know everything that goes on in the post. You have to be knowledgeable. Be available—not only to the ambassador but to everyone else. Be discreet and trustworthy; the ambassador needs someone to confide in. You are the best counsel on morale in the mission. Be retiring in the sense of not seeking the limelight. Don't seek it when the ambassador is away from the post on his travels, or when he goes to Washington on consultation."

Mr. Laingen continued: "Implicit in all this is to know how to be a manager. God knows, we have had very little training in management. Most of us haven't any experience in that. Be a communicator, upward and downward. Participate in the total schedule of the mission's program—day to day. Don't get stuck in your offices. Move out of them and get to know what's going on. Identify merit performance, especially merit performance that has been overlooked.

"The ambassador expects you to do the dull work, the dirty work, to chair special meetings, to be a buffer. You are expected to be the principal working link with the total American community. The ambassador carries the trappings, but you have to do much of the task of running the embassy. Set an example by your integrity, your expertise, your knowledge and your willingness to become involved."

Mr. Laingen admonished the class members to include wives, secretaries and junior officers in the staff meetings, and to see that foreign nationals are rewarded with merit awards. "Don't try to do everything yourself," he cautioned, "and think *lean* in terms of people and documents. Our posts are vastly overstocked with paper."

The speaker discussed the 444-day hostage crisis in Iran, and recalled his own experiences as a hostage. This session continued late into the evening.

Another evening session was devoted to the problems of drug abuse and alcoholism. Three speakers from Medical Services, Dr. F. Benedict Lanahan, George Sweeney and Hal Marley, told how deputy chiefs could increase their awareness of alcoholism—which they said was a treatable disease—and how they could help members of their staffs. "Don't bother about the reasons for the abuse; help them recover," Dr. Lanahan said. He noted that 80% of the employees who have had these problems have recovered. "But last year three died," he added. Mr. Sweeney said: "It is important for you to know about the Alcohol Awareness Program and how we can help you solve this problem at post." Mr. Marley noted that there are 10 million alcoholics in the United States—"less than 3% of them on skid row." He reported on the kinds of treatment available. All three speakers called upon the deputy chiefs of mission to have a greater awareness of the various facilities available, adding that, if necessary, they should call in the regional medical officer to assist the employee. Dependents also can be sent back home for treatment, they said. "Those who are afflicted and seek help will not jeopardize their promotion opportunities," Dr. Lanahan said.

Members of the class were tested

From left: ***Andrew Antippas, Bruce Laingen* and *William Mansfield.***

on their perception of values, personality traits, and their impressions of their offices or bureaus. Most proved to be of the "A-type"—usually pressed for time, ambitious, go-getters. ("B-types" tend to be relaxed and reflective.) They also were a congenial, happy lot. As a group, on a scale of 1 to 6, they scored 1.7—"highly satisfied" with their jobs and colleagues. It was the highest score of any of the 10 seminars for deputy chiefs, the instructors said. Last year's class scored 2.3.

The lecturers also included William H. Mansfield, coordinator for executive development at the institute's School of Professional Studies; Marilyn J. Holmes, director, Family Liaison Office; Charles D. Orth III, former assistant dean of the Harvard Graduate School of Business Administration; and Robert Benfari, associate professor at the Harvard Graduate School of Public Health and a registered psychologist. Members of the International Management Development Institute conducted sessions on international business and the embassy's role in fostering trade. The group heard briefings by officers of the Central Intelligence Agency.

[1] In addition to reviewing reports, readings and case studies which were collected at overseas posts over a 12-year period, the class members participated in simulations and role-playing. They engaged in the day-to-day activities of embassies in "Quasiland" and "Sabrina," and prepared for an upcoming "visit" of the Department's inspectors. They also took an active role in a "disarmament game," to gain practice in negotiations.

—BARNETT B. LESTER □

Interdepartmental seminar set for September 14

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, September 14-25. Its purpose is to furnish the officer having foreign affairs responsibilities an advanced, intensive exposure to formulation, coordination, and execution of U.S. foreign policy. Emphasis is placed on major foreign and national security problems, domestic factors affecting policy, and such critical international issues as food, population, and energy. Special attention is also given to the problems of modernization and development in the Third World, to multilateral diplomacy, and to the North-South dialogue.

Preference is given to applicants with the rank of FO/FP-2 or above, or the Civil Service equivalent (GS-13 or above). The tentative schedule for 1982 sessions is as follows: January 11-22, April 12-23, July 12-23, October 13-24. □

Communicating orally

A course on oral communication for managers begins at the Foreign Service Institute on October 15 and continues each Tuesday and Thursday, from 9 a.m. until noon, through October 29. Subjects include speechmaking, poise and handling question-and-answer periods, among others. Students will be videotaped, and will get an opportunity to view and evaluate their own performances, through individualized instruction. Enrollment is limited to 12 persons, first-come, first-served. Telephone 235-8765 or 235-9404 for details. □

Course in speed reading

A course in speed reading for secretarial, administrative support and clerical personnel is being offered at the Foreign Service Institute starting October 14. It will run until November 4, with classes on Mondays, Wednesdays and Fridays, from 9 to 11 a.m. Enrollment is limited to 25 persons on a first-come, first-served basis. Eligible are employees at the GS-4 through 9 level, or their Foreign Service equivalents. □

Computer courses offered

The Department of Defense Computer Institute, starting next month, is offering courses, ranging from three days to two weeks, designed to acquaint mid-level and senior officers with the application, operation and selection of digital computer systems. The courses are intended to provide a comprehensive view of the computer field. Those interested should telephone the Extension Studies Program at the Foreign Service Institute, 235-8764. Sessions are scheduled for each month through next September. □

Briefings for top secretaries

The Communications and Clerical Skills Division, Foreign Service Institute, has announced the availability of briefing sessions for Foreign Service secretaries who are scheduled to become secretaries to ambassadors, deputy chiefs of mission or consuls general. They may contact Jessie Colson or Donna Garrett, 235-9401, to arrange sessions. ■

Point of View

A scientist eyes the State Department

She 'did time' at Foggy Bottom, and has some interesting observations

BY PHYLLIS N. WINDLE

The author, who worked in the Department for one year until last May, is now on the staff of Congress' Office of Technology Assessment. This article has been adapted by her from a presentation she made recently to a western regional meeting of the American Association for the Advancement of Science.

IT WAS a typical Colorado day, with that blue sky which made Ektachrome famous. I was standing in one of the University of Colorado's oldest buildings, a down-at-the-heels house like those which many universities use for their institutional stepchildren. I had just announced to my colleagues that I was accepting a position at the Department of State. "But, Phyllis," said one, "a *scientist*, at the State Department?" Another said: "You'd better start buying your pinstripes now."

Ms. Windle

I knew so little about the Department that I didn't know whether they were right or wrong. I arrived in Washington and learned very quickly that my Boulder colleagues were right when they suggested that life in our nation's capital would be very different. Now I can report back to my friends in Boulder that, while the formality implied by pinstripes is very much in evidence, the Department is losing some of the racial, sexual and educational homogeneity which the old three-piece suit (or uniform) implied. The atmosphere in Foggy Bottom is nothing less than heady. I know of no other agency with as elegant facilities or as many unique resources. This is an agency which conducts its routine business by cable, not telephone, and prides itself on keeping a round-the-clock watch on world events from a closely-guarded Operations Center. Most official visitors enter the building by the diplomatic entrance, only a block away from the statue of a brooding Albert Einstein, on the grounds of the National Academy of Science. The flags of 146 nations greet you at the door, and it is easy to understand why the map room upstairs dispenses street maps of Cairo more readily than street maps of Chicago.

It is in this building that we show our most formal and polite face to the world. It is here that we hold formal signing ceremonies for treaties. We celebrate with new ambassadors in reception rooms which include Thomas Jefferson's handsome desk as part of the everyday furniture. When we invited dignitaries to work with us, it is in lovely conference rooms that have facilities for multiple simultaneous translation.

Staffing at State

State is also unique because of its personnel system. It has about 13,000 American employees serving in Washington and in almost 300 embassies and consulates abroad. About 9,000 of these employees are part of the prestigious Foreign Service. As to the remaining 4,000 civil servants, 80% are at the support or junior level, and 80% of the persons filling these positions are women.

The route to promotion is definitely through the Foreign Service, and admittance is highly competitive. Last year, 12,900 persons took the Foreign Service examination, out of the 21,000 who applied. They answered questions such as:

> If each of the following groups of artists could collaborate on a work, which group would most probably create an American folk opera based upon themes drawn from the early history of the nation?
>
> (A) Leonard Bernstein, Jack Kerouac, and Pearl Primus.
>
> (B) Aaron Copland, Carl Sandburg, and Agnes de Mille.
>
> (C) Lukas Foss, Ernest Hemingway, and George Balanchine.
>
> (D) Paul Hindemith, Henry Miller, and Anthony Tudor.
>
> (E) Gian-Carlo Menotti, Tennessee Williams, and Martha Graham.

And, my favorite question:

> The present international political system is most accurately characterized as a
>
> (A) loose concert of power tending toward a world empire,
>
> (B) unit-veto system tending toward a balance of power,
>
> (C) tight bipolar system tending toward a universal system,
>
> (D) balance of power system tending toward a loose bipolar system,
>
> (E) loose bipolar system tending toward a multipolar or unit-veto system.

The correct answer is (E), in case it wasn't obvious.

Of those 12,900 candidates who took the exam, about 200 were appointed.

Scientists and diplomats

I've discussed the staffing of the Department in detail because it has important implications for the effective use of science and technology in foreign affairs. Members of the Foreign Service see themselves as an elite and idealistic corps, dedicated to U.S. national interests and to the larger causes of world peace and development. Their view is a world view, as befits members of a Service with about half of its people overseas at any one time.

Obviously, scientists and engineers may possess similar global perspectives, but the traditional structure of the Foreign Service has quite intentionally excluded people with specialized backgrounds. While there are those among us who know a good deal about American folk opera, we would not expect many of our scientific colleagues to breeze through that Foreign Service exam. It comes as no surprise, then, that only about 5% of the Department's employees have any type of degree in a science-related field.

There are additional, and more subtle, cultural barriers between scientists and diplomats. For example, State places rather heavy burdens on its personnel regarding the handling of classified documents. Scientists who believe that their first allegiance is to the free flow of scientific information worldwide could not survive at State. Even more parochial scientists are likely to find that their access to classified documents at State can strain relationships with their academic and other nongovernmental peers who do not share such access.

I suspect that other U.S. agencies treat classified documents somewhat cavalierly. But in Foggy Bottom, on penalty of dismissal, you lock your file cabinet every night, you lock your office door every night, and you pass through a guard station every night. This is so even if your file cabinet contains nothing more sensitive than a sleeping bag and your lunch, which was often true in my case. At least you know your lunch is well-guarded!

"A very basic difference"

It's true that industrial scientists also have dealt with confidential data for years. Some critics allege, though, that the scientific and diplomatic processes are so fundamentally different that the two systems will never be successfully merged. Such critics contend that both the enterprise of science and the education of scientists stress the search for common themes. The scientific process is one which strips away complexity in order to test one hypothesis at a time. In contrast, diplomats are encouraged to recognize the complexity of every situation and to respond to each uniquely. This is a very basic difference which has important implications. It must be recognized, if scientists and diplomats are to work together effectively.

It is not as though State has never attempted to merge the scientific and diplomatic processes. It's just that the effort has so often failed. The Smithsonian Institution recently had an exhibit entitled "Jefferson the Scientist," which recognized the contribution to American paleontology made by the man who was our first Secretary of State. There was also our first envoy to France, known as much for his interest in electricity and printing processes as for his diplomatic skills: Benjamin Franklin. The first full-fledged "science attaché" served in an American embassy as early as 1898. He was Dr. Charles Stiles, a respected zoologist and a man, as his job description noted, "especially accustomed to the use of the Microscope." He served in Berlin. His mission? To insure that U.S. products were accepted for the lucrative German market without restrictions and inspections. By all accounts, Dr. Stiles used his microscope in the accustomed manner, and both the Department of Agriculture, which sent him overseas, and State were pleased with the experiment.

Whatever lessons were learned in those early days of diplomacy apparently were quickly forgotten, only to need relearning later. World War II, ushering in the nuclear age, reminded us once again how intimately technology is linked with foreign relations. The availability of satellite technology shortly thereafter, and then the prominence of global natural resource and environmental quality issues, have prevented our quickly forgetting the lessons this time.

Science and foreign policy

The routine business of the Department is becoming more technical, and the old structure is not capable of handling it well. For example, questions such as these have become commonplace:

—A priority cable arrives from El Salvador. There's been a massive fish kill in the Caribbean, and some Central American authorities are blaming it on discarded leaking barrels of U.S. wastes. The embassy in San Salvador urgently asks: "Is their complaint valid?"

—An American citizen has been arrested and imprisoned in Mexico. The charge is trafficking in contraband. In this case the contraband reportedly includes barrels of PCBs (highly toxic industrial wastes) and other, unknown hazardous substances, which he is allegedly dumping down an old mine shaft on his property in Mexico. The Department needs to know exactly what is in those barrels, what is likely to become of it, and how this incident will affect our bilateral relations with Mexico.

—The Japanese quietly announce that they have some mustard gas "left behind" after World War II. They hope to use the emergency provisions of a convention to dispose of it at sea. What is the U.S. position?

—The General Accounting Office calls. "Is it true," an official asks, "that the State Department's position at a recent international meeting contradicted all the scientific evidence?"

In 1967, Dean Rusk, a Secretary of State otherwise preoccupied with an unwanted war, reflected on the requirements of the Foreign Service: "For any American involved in public affairs today, scientific literacy is a must; and that is particularly so in foreign affairs. We are firmly convinced that Foreign Service officer(s) should be familiar with the ways, concepts and the purposes of science. (They) should be able to grasp the social and economic implications of current scientific discoveries and engineering accomplishments."[1]

The Department is criticized

There is no doubt that Mr. Rusk's comments are more true now than ever before. He has not been alone in calling for changes in the Department to deal more effectively with science and technology. Other critics have been harsher. There have been both ringing condemnations of State's neglect of technical issues and clarion calls for making science and technology a more integral part of the Department's routine operations. The specific charges are usually that the Department has no real commitment to developing an in-house scientific capability and that it therefore shows too much deference to, and reliance on, other agencies for technical advice.

---

[1] Speaking to the Panel on Science and Technology of the House Committee on Science and Astronautics, January 24, 1967.

One aspect of this, of course, is the staffing problem. But another is the increasing need for Government coordination in the area of science and technology. One of the frequent charges made against the Government is that U.S. foreign policy is inconsistent. This is as true in the technical area as in any other. Given the number of people and agencies which profess to espouse U.S. foreign policy, I find it amazing that we achieve as much consistency as we do. Alexis de Tocqueville once remarked on the singular incapacity of a democratic republic to maintain any sort of consistent foreign policy. While we could point to problems with consistency as evidence of the health of our republic, I fear that our allies would not be reassured.

Let me illustrate the problems here. While the executive branch has a clear mandate to carry out the nation's foreign policy, Congress, through both the appropriations process and its special powers to declare war, ratify treaties and confirm appointments, is also involved in foreign affairs. Domestic agencies like the Departments of Defense and Energy have international obligations which are the result of their original enabling legislation. Other agencies, by virtue of their interest in global problems, also have a legitimate involvement.

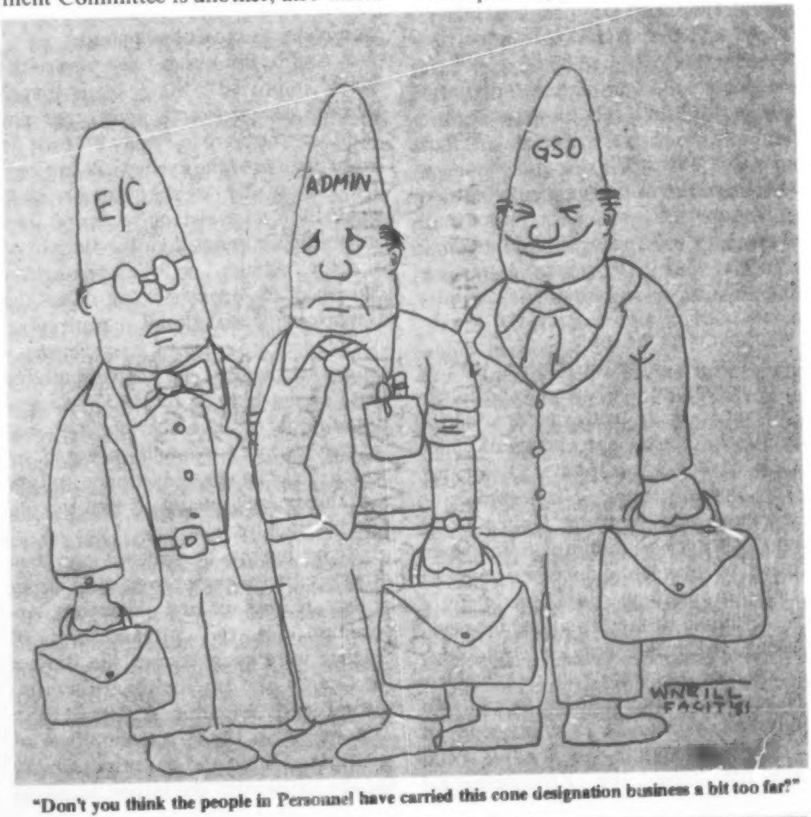
Other U.S. agencies are active

There has been a trend for domestic agencies to be more active in fulfilling these responsibilities. The result is that 15 agencies have some type of international office which, in 1979, involved staffs of about 700 people domestically. About half of these people are employed by AID, but the others work for some rather unlikely departments. Nearly half of the 15 have at least one person stationed overseas in a specifically science or technology-related position. Most of these agencies also provide technical training to foreign nationals and conduct exchange programs.

Sometimes the results are chaotic. Here is one example. Ocean disposal of radioactive wastes is regulated by the Convention on the Prevention of Pollution by Dumping of Wastes and Other Matter, known as the London Dumping Convention. Matters such as whether environmental assessments must be performed are decided by annual meetings of convention parties. The Environmental Protection Agency heads the U.S. delegation to these technical meetings and shapes U.S. positions voiced there. The Nuclear Energy Agency (NEA) supervises the actual dumping operations and, when its Steering Committee meets to set policy, the U.S. Department of Energy takes part. But NEA is only one group working through the Organization for Economic Cooperation and Development (OECD). The OECD Environment Committee is another, also with a vital interest in the safe disposal of radioactive wastes. A State Department official now chairs this group, and she takes the lead in determining U.S. positions.

The OECD Environment Committee, the NEA Steering Committee and the London Dumping Convention parties—all will pass judgment on the proposed monitoring plan for the northeast Atlantic radioactive waste dumpsite. While the U.S. Government has one official position on the adequacy of the monitoring plan, the three different U.S. delegations will have ample opportunity to express their very different unofficial perceptions of it "in corridors," which is the way diplomats say "smoke-filled rooms."

For a long time, State considered itself to be a go-between for international science and technology agreements, concerned with their political consequences, but not their technical



"Don't you think the people in Personnel have carried this cone designation business a bit too far?"

substance. The Department made little effort to coordinate actively what other agencies were doing. Each was free to arrange for substantive cooperation with other governments, while State was content to clear cables and make arrangements for the visits of delegations overseas.

A quick look at a recent list of bilateral technical agreements between U.S. agencies and foreign governments illustrates this. Given the reasonable assumption that State is in charge of the foreign policy process, it is surprising to discover that the Department itself is well down on the list. The Department of Interior leads with 46 agreements, and three other agencies also precede the Department of State.

Maybe this is unimportant: there are fewer and fewer opportunities for successfully solving problems unilaterally or bilaterally. All agencies may find bilateral agreements to be less useful. It appears that problems increasingly will be taken to the various agencies of the United Nations, with the resulting politicization which that often brings. But the U.S. domestic agencies remain vital players in the foreign affairs process. With their disparate interests, there seem to be fewer times when all of them are in agreement. There is an increasing need for mediation among agencies, and this is true for many technical issues.

Who speaks for the U.S.?

For a number of reasons, then, at least some parts of State are no longer content to be go-betweens for scientific and technological agreements of which they have no substantive knowledge. The Department is at last coming to recognize that, when the United States enunciates its position on an important issue, even when it involves complex technical questions, the Department of State should be most qualified to speak. When we speak out on technology transfer or on global resources, the person speaking should not be an arrogant physicist from the Department of Energy, nor should it be a naive social scientist from the Environmental Protection Agency.

Of course, I'm giving the impression that there are neither arrogant nor naive scientists at State, which is, quite frankly, wrong. I personally know one very naive ecologist who tried to answer a diplomatic note from the Swedish embassy: "Dear Mr. Ambassador: Thank you for your note. . ." I quickly learned that there are first-person diplomatic notes and there are third-person diplomatic notes. Neither begins: "Dear Mr. Ambassador."

Then there was the time I provided a very thorough biological critique of a proposed marine sanctuary in Puerto Rico. That was no small achievement for a terrestrial plant ecologist with two day's notice. Unfortunately, I neglected to note that the proposed sanctuary blocked an international strait, which was completely inconsistent with our oft-stated position on the law-of-the-sea negotiations.

Geographic and functional bureaus

And to think that I was part of the "new, improved" State Department! Before I discuss exactly what other new additions there are in Foggy Bottom, let me explain how the agency is organized. The basic unit is the bureau, each headed by an assistant secretary. The geographic bureaus, like the Bureau of African Affairs or the prestigious Bureau of European Affairs, reflect the Department's traditional organization. Assignment to one of these bureaus represents the least risky career path for the Foreign Service officer. The functional bureaus, like that for politico-military affairs, or intelligence and research, reflect a newer approach and are not always well-integrated into the old power structure.

The bureau to which I and two other science, engineering and technology fellows of the American Association for the Advancement of Science were assigned was the Bureau for Oceans and International Environmental and Scientific Affairs (OES). This bureau is the largest employer of scientists at State and has responsibility for the issues with the largest technical components. OES itself is fairly new, having been spun off from another bureau in 1973. It has four sections, dealing with oceans, energy, environmental and population issues. A fifth section assists other agencies with scientific and technological agreements, administers the programs which provide and support our network of far-flung science counselors and attaches overseas, and handles international space agreements.

The bureau received its latest and strongest congressional direction in Title V of the Foreign Relations Authorization Act of 1979. Of the many studies which discussed science at State, the most recent, and perhaps most influential, was completed in 1977 by the Congressional Research Service. It was a massive undertaking, published in three hefty volumes, directly leading to the 1979 amendment.

The Title V mandate

Title V set as a policy goal the importance of applying science and technology to foreign policy. It charged the President with improving coordination of all U.S. Government international technical activities. It called upon the Secretary of State to serve as the President's agent in coordinating these activities. Specifically, the Secretary was to have primary responsibility for coordination and oversight of all science and technology agreements and activities, to make grants or contracts for analysis and long-range planning in this area, and to train Foreign Service officers and other civil servants in applying science and technology to development. Progress was to be assessed annually in a report to Congress.

While all of the responsibilities in Title V were given to the executive branch generally, and to the Secretary of State specifically, implementation of most has fallen to OES. Some of the stipulated changes have taken place, but the bureau has hardly embraced its sweeping new mandate with great enthusiasm. For example, it now has its policy planning office in place and that office, as intended, operates differently from the line offices of the rest of the bureau. But I'm not sure whether this results in quiet and careful long-range planning or whether it simply insures that the people in that office are isolated from significant day-to-day events.

As another result of Title V, the Foreign Service Institute, which provides in-house training for the foreign affairs community, has expanded its offerings in science and technology-related issues. As was the case for language training a few years ago, until the Department hierarchy makes it clear that such training is mandatory for an officer's advancement, little of significance will be accomplished.

There also have been changes in bureau personnel patterns. In 1981, there are more than 40 persons serving as science officers at 27 posts around the world. Most have advanced training in science, often a physical science, or in engineering. They were first assigned to the larger European embassies and missions. The latest posts added have included some in developing countries. In OES itself, about half of the 90 professional positions are filled by Foreign Service personnel. The others are in the Civil Service, specialists of some type, often, but not always, people with technical backgrounds.

The past few years have been good ones for OES. The bureau has been proving itself to other bureaus and to the larger scientific community. The science advisory mechanism established in 1968 to provide the Department with the best expert advice has survived subsequent reorganizations. During the past year, prominent scientists met with State officials to discuss the foreign policy implications of genetic engineering and new energy technologies.

Relations with scientists

The Department's relations with the American Association for the Advancement of Science have flourished, and we can hope that this will continue to be the case. As of last April, two more science, engineering and diplomacy fellows had been chosen for next year. I hope that the three of us who began the program have made a mark, if only to instill a little more reticence on the part of some people in the technical agencies to condescend to OES' expertise. Certainly this must be the first time in history that State, of all agencies, has caught the Council on Environmental Quality misidentifying data, and the Environmental Protection Agency making mathematical errors in its impact statements.

These are all good signs. It seems to me that, despite these changes, the pace of activity is painfully slow—too slow for the world in which we now live. Perhaps unfortunately, people with far more experience agree. John Granger, who has just retired from the top science position in the embassy in London, thinks that it is unlikely that OES or any Department of State entity will ever play a leadership role in science and technology issues. This is both because of the lack of expert staff and, more importantly, lack of interest on the part of the Department.

Mr. Granger made his comments in 1979, before State and the Council on Environmental Quality jointly published "Global 2000: A Report to the President." This book analyzed present global resource conditions and projected them to provide a picture of the year 2000. While the picture was bleak, the study was enthusiastically received. State people actively took part in every Global 2000 follow-up activity. One of the science fellows made a major contribution to the section on data needs and global mathematical models. Embassies clamored for more copies of the report. Representatives from OES spoke on international resource issues to groups as diverse as school children in New Jersey and the Italian parliament.

Here was the U.S. Government actively preparing for long-term problems and recognizing the implications of global resource issues for U.S. national security. It seems to be exactly the kind of undertaking which was so long absent from the Department, and yet the idea originally came from State.

What lies ahead?

It is not clear what the future will hold for OES, but clearly there will be some changes. I hope that most of them will be to the liking of those of us who feel that the bureau has made hard-won gains in improving the capacity of State to deal with difficult technical issues, especially environmental ones. For that, we can only wait and watch. Perhaps the new administration's response to the serious issues raised by Global 2000 will be a bellwether. The problems have been identified; it is up to this administration to act. We can also keep a watchful eye on Title V. The new direction which it mandated is the law of the land, and it behooves all of us to remain alert for any proposed changes.

There is something else which we can *do*, and it is most appropriate for people interested in education. When I quoted Dean Rusk earlier, I deleted his comments which have the most significance for the scientific community. After he noted the commitment which State has to using scientific information, he added: "But the burden is not all on one side. Scientists and engineers must, of course, recognize very real progress in many fields outside their own specialities and they should be conscious of the difference between the values of society and the verifiable truths of the natural sciences. For such [people] there is a role in the foreign policy process."

Such people will not arise spontaneously. We must give more recognition to scientists and engineers who depart from the normal academic or industrial careers. Our system of graduate education should begin to recognize that there are ways to assist such people. While we each need our own rigorous specialty, there must also be incentives to study such subjects as international relations and foreign languages. Whether scientists become involved in policy-making at the local, state, national or international level, their contributions may be just as long-lasting as the ones made by those who confine themselves to the research laboratory.

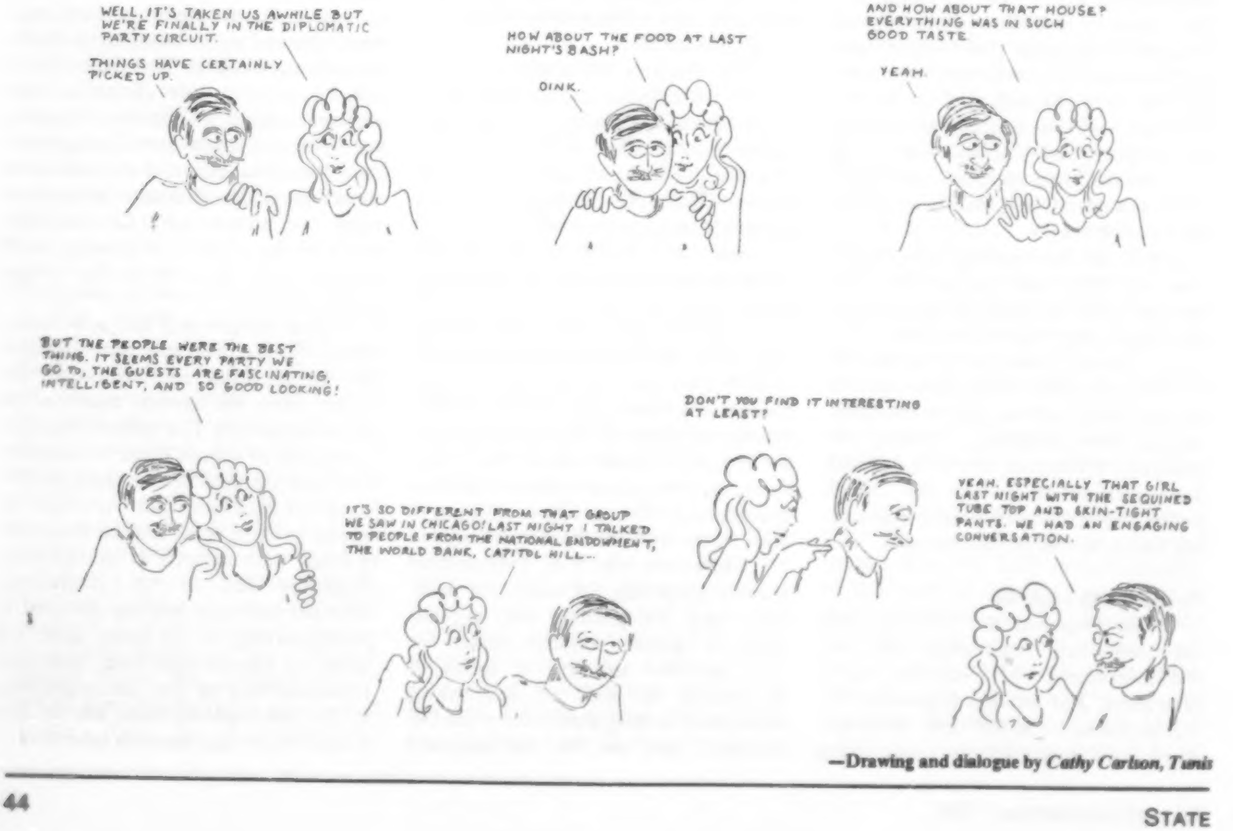
Such scientists will be venturing into troubled political waters, and the way will not always be free of hazards. It is reassuring to know that people like Dean Rusk have been rooting for us all along. If any scientist sorely needed such spiritual guidance, it was I last fall.

An American in London

In September, I was a member of the U.S. delegation to the meeting of parties to the London Dumping Convention, the global agreement which regulates the disposal of hazardous substances in the oceans. The meeting was held in London at the headquarters of the Intergovernmental Maritime Consultative Organization, the UN agency which deals with all maritime matters, including freedom of the seas. The meeting room was palatial: the UN flag was flying, the chandeliers were glittering, and every word spoken by the delegates from 30 countries was simultaneously translated into four languages. The head of our delegation spoke for the United States, registering "U.S. concern," "U.S. support" or "U.S. pleasure" over various developments. When attention turned to our delegation, I tried to look suitably concerned, supportive or pleased at appropriate intervals. "Hey," I thought, "this diplomacy stuff is a piece of cake!"

Then a very debonair man from another delegation, a *real* diplomat identifiable by his pinstripes, approached our table and asked if someone from State was present. He was referred to me. "We have just received word," he said, "that the Iran/Iraq war is escalating. The Iranians have closed the Straits of Hormuz. My government has asked that I deliver our official protest of this violation of international law to the director-general of the Intergovernmental Maritime Consulative Organization. Does the United States want to support our protest, and would you advise bringing this item to the attention of the treaty parties now meeting?"

Well! My fantasies of life as the superbly competent diplomat were shattered. What does a scientist do in such a situation? Do I crawl under the beautifully-appointed desk and hope that this gentleman goes away, taking the Straits of Hormuz with him? Do I confide in him that I am really a plant ecologist masquerading as a marine pollution specialist, masquerading as a diplomat, and *then* hope that he goes away? No, I do what any resourceful science, engineering and diplomacy fellow with a grand total of three months' experience does. I thanked him both for his concern about the safety of our American hostages, still in Tehran, and for the information. Then I slipped quietly out of the meeting (in what I hoped was a dignified manner), quickly phoned the U.S. embassy, and begged: "HELP!" I could hear Mr. Rusk chuckling, all the way across the Atlantic. ■


WELL, IT'S TAKEN US AWHILE BUT WE'RE FINALLY IN THE DIPLOMATIC PARTY CIRCUIT.
THINGS HAVE CERTAINLY PICKED UP.
HOW ABOUT THE FOOD AT LAST NIGHT'S BASH?
OINK.
AND HOW ABOUT THAT HOUSE? EVERYTHING WAS IN SUCH GOOD TASTE
YEAH.
BUT THE PEOPLE WERE THE BEST THING. IT SEEMS EVERY PARTY WE GO TO, THE GUESTS ARE FASCINATING, INTELLIGENT, AND SO GOOD LOOKING!
IT'S SO DIFFERENT FROM THAT GROUP WE SAW IN CHICAGO! LAST NIGHT I TALKED TO PEOPLE FROM THE NATIONAL ENDOWMENT, THE WORLD BANK, CAPITOL HILL...
DON'T YOU FIND IT INTERESTING AT LEAST?
YEAH. ESPECIALLY THAT GIRL LAST NIGHT WITH THE SEQUINED TUBE TOP AND SKIN-TIGHT PANTS. WE HAD AN ENGAGING CONVERSATION.

—**Drawing and dialogue by *Cathy Carlson, Tunis***

Foreign Service Families

How to build up your children's library with books they'll enjoy

The 'adventures' of 'Dick and Jane' are—let's face it—boring

By Donald and Sydney Hausrath

Donald Hausrath is an ICA regional librarian based in Manila. Sydney Hausrath, his wife, is a children's librarian by profession.

Our children have an orthodontist who says: "I just can't help it. Mentally, I band-up every set of crooked teeth I see." We have the same problem. We confess it. We tend to look at your kids' collection of books the way that orthodontist looks at teeth. For example, we have a Foreign Service neighbor who owns a thousand-dollar stereo system plus an expensive pile of records and tapes—but his children's book collection looks like leftovers from an Elks Club rummage sale.

Kids in Foreign Service families need good personal book collections. Abroad, we often lack good children's libraries, or even appropriate bookstores and magazine stands. There are a few international schools with good libraries, but let's face it: that curricular stuff often reads as if it had been premasticated.

Amy

Our two children, growing up abroad, have seen goldfish-hawkers in Tokyo alleys, and parrots stealing seeds from our porch in Bangkok. Little wonder, then, that Foreign Service children like them would view as the most boring activity ever described in English the "adventures" of "Dick and Jane and Mom" (with a plasticized illustration) buying—are you ready for this—a coat!

The recent CBS report on "Our Troubled Foreign Service" quoted a parent pointing to the problem of "our kids constantly breaking off relationships with people" as we move from post to post. Certain fictional characters should follow our kids around, along with their pets, their bikes and their tennis rackets. Dr. Dolittle and our son, Andy, used to be close companions. Now Dr. Dolittle is friendlier with our daughter, Amy, and Andy has taken up Gerald Durrell. Has he ever! In what passes for repartee, we hear thrusts such as: "*Gerald Durrell's* mother would let me keep a frog in my room!"

What to do? We suggest keeping your children's book collection up to snuff, while abroad, through mail-order houses. And that you subscribe to some of the excellent magazines being written for young people. Remember that books and magazines make excellent gifts. To welcome new babies, we keep a stack of the famous Rand McNally "Real Mother Goose," now in its 71st printing. Neighbors of ours from Taipei days remember Andy and Amy each year by renewing their subscription to International Wildlife and National Wildlife, two strikingly-illustrated magazines published by the National Wildlife Federation, 1412 16th St. N.W., Washington, D.C. 20036.

To keep your kids interested in good reading, keep in mind that they use books differently than adults. Some of us seldom reread anything other than promotion lists. But our kids often wear their books to shreds rereading them. It may be that their rereading habit has resulted from their being read and reread their favorite stories prior to school age. Those of us who have lived in societies with low literacy recall that UNESCO, among others, is urging parents to read to their children to inculcate an enjoyment of books and the written word.

What to buy? There are some books that every child should know. Our version of the best can be found at the end of this article, under the heading "Sydney's Selections." We also recommend the discussion of the literature for

Andy

children, under that heading, in the World Book Encyclopedia.

How to buy books abroad? The September 1977 Consumer Reports led us to try a mail-order buying service known as New World Books. As the magazine says: "This kind of operation can be especially useful for people who lack access to a well-stocked bookstore." To get started, send a stamped self-addressed envelope to the organization, requesting forms and discount information, at 2 Cains Road, Suffern, N.Y. 10901. Also, we have spotted mail-order houses advertising occasionally in the classified section of the Saturday Review and the New York Times book review section, but have not as yet tried them. To order by mail, you need to know the publisher and price, which can be found in "Books in Print," at your friendly neighborhood ICA library.

You may get even better discounts, and be billed when the book arrives, if your Family Liaison Office establishes a central staff account with a book jobber. Several jobbers handling small accounts have written to us. All have loyal international customers. They include:

—Baker & Taylor, International Sales, 50 Kirby Ave., Somerville, N.J. 08876.

—Book House, 208 West Chicago, Jonesville, Mich. 49250.

—H. R. Huntting Co., Inc., 300 Burnett Rd., Chicopee, Mass. 01020.

When packing for the next overseas assignment, we salt our kids' book collection with a few books they will discover for themselves when their reading matures. When Andy started camping, he found our old copy of Ellsworth Jaeger's "Wildwood Wison" on his shelf. It should read "Wildwood Wisdom," but a Japanese bookbinder renamed it when we replaced the shredded cover.

For upper elementary or junior high-age children, begin to include adult books in their reading. Most of us recall an author or two who made a terrific impact on us. At a certain time, which is different for all of us, we discover, say, "Lord of the Rings" or "Voyage of the Beagle." Books that appeal to your children's personal interests can be located easily through reference books at a library. The American Association for the Advancement of Science, 1515 Massachusetts Ave. N.W., Washington, D.C. 20051, publishes "AAAS Science Book List for Children" and other catalogs. The American Library Association, 50 E. Huron St., Chicago, Ill. 60611, offers a number of booklists, including "Book Bait," "Notable Children's Books," "Reading for Young People" and "Doors to More Mature Reading." Still other lists are available from the Children's Book Council, 67 Irving Pl., New York, N.Y. 10003, and the Children's Book Center, University of Chicago Graduate Library School, Chicago, Ill. 60637. Last year, Virginia Haviland, chief of the Children's Literature Center, Library of Congress, Washington, D.C. 20540, completed an outstanding 90-page publication, "The Best of Children's Books, 1964-1978." It is for sale for $4 by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20540. The office's order forms are found in its monthly catalog, which is in most ICA libraries.

The Hauwachs

Far and away, the best children's magazine for ages 6-12 is Cricket, which includes stories, poems, puzzles, jokes and cartoons. It has monthly story, poetry and drawing contests, plus special contests for overseas readers. It sells for $15 a year. Write to P.O. Box 100, LaSalle, Ill. 61301. Other children's magazines (and over 6,000 for adults) are reviewed in the book "Magazines for Libraries," which can be found in most ICA libraries.

Below is the list of some of our family's favorites, with publisher and price. As you can see, books are not cheap. "The Little House" is now $8.95. However, our copy was read repeatedly for years and is now being saved by the children for their children. Adults think nothing of paying $2.75 for a paperback they'll read once, so a children's book even at $10 is a far better bargain.

Sydney's Selections

BEMELMANS, Ludwig. *Madeline.* Viking 1962. $7.95 ($2.50 pap.)

The adventures of a little girl attending a Paris boarding school.

BURTON, Virginia. *The Little House.* Houghton-Mifflin $8.95 ($2.25 pap.)

A little house out in the country becomes threatened by the city's expansion.

CLEARY, Beverly. *Henry and the Paper Route.* Morrow $6.96 (Dell pap. $1.75)

This is only one of a number of books about the adventures of Henry Huggins, his dog Ribsy and his friends.

FLACK, Marjorie. *Story about Ping.* Viking $5.95 ($1.50 pap.)

A little duck, who lives on a junk on the Yangtse River, almost gets left behind.

GAG, Wanda. *Millions of Cats.* Coward $5.45 ($1.50 pap.)

An old man and his wife want one beautiful little cat,but end up with "hundreds of cats, thousands of cats, millions and billions and trillions of cats."

HOBAN, Russell. *Bedtime for Frances.* Harper-Row $6.95 ($1.95 pap.)

Frances tries all the usual ploys to get out of going to bed, but they all fail.

KEATS, Ezra Jack. *The Snowy Day.* Viking $6.95 ($1.95 pap.)

A little boy named Peter enjoys the first snowfall of the season.

KIPLING, Rudyard. *Just-So Stories.* Grade 5-up. Macmillan $4.95, G&D $5.95

Many editions are available of these famous stories, including individual stories in picture-book format.

Leaf, Munro. *Story of Ferdinand.* Viking $6.95 (Penguin $1.95 pap.)

I loved this story of the peace-loving bull when I was a child, and it's just as good as ever.

Lenski, Lois. *The Little Auto.* Walck $5.25

A very simple book about Mr. Small and his little auto.

Lindgren, Astrid. *Pippi Longstocking.* Grade 4-6. Viking $4.95 (Penguin $1.50 pap.)

There are several other books about this little girl, who lives alone, and her humorous adventures.

Lofting, Hugh. *Story of Dr. Dolittle.* Lippincott $4.50 (Dell pap. $1.25)

Does everyone know that there are seven or eight other books about the great doctor: "Dr. Dolittle's Garden," "Dr. Dolittle's Caravan," etc.?

McCloskey, Robert. *Blueberries for Sal.* Viking $6.95

I don't know which I like better, this one about a little girl, her mother and a mother bear and her cub, all berry-picking at the same time, or "Make Way for Ducklings," about a family of mallard ducks in Boston.

Bruno Munari's ABC. Collins Publishing $5.95

Bruno Munaris' illustrations are superb.

Milne, A. A. *When We Were Very Young; Now We are Six.* Dutton $5.95

There are many books of poetry for children, but these are my favorites to accompany Mother Goose for young children.

Milne, A. A. *Winnie-the-Pooh, House at Pooh Corner.* Dutton $5.95

These two books belong in every home. At all costs, avoid the cutesy Walt Disney versions.

O'Dell, Scott. *Island of the Blue Dolphins.* Grade 7-up. Houghton $6.95 (Dell pap. $1.50)

An Indian girl is stranded on an island off California coast for many years. Mr. O'Dell has written other excellent books.

Potter, Beatrix. *Tale of Tom Kitten.* Warne $2.95

My personal favorite of this author's many wonderful picture books about small creatures.

Seuss, Dr. Theodore Seuss Geisel. *And to think I saw it on Mulberry Street.* Vanguard $5.95

I prefer this one and the "500 Hats of Bartholomew Cubbins" to the newer ones, but children love them all.

Steig, William. *Sylvester and the Magic Pebble.* Dutton $6.95 ($2.95 pap.)

A donkey finds a magic pebble, with strange results.

Tolkien, J.R.R. *The Hobbit.* Houghton-Mifflin $6.95

This famous fantasy is for intermediate readers, and the trilogy, "Lord of the Rings," is for older readers to adults.

White, E. B. *Charlotte's Web.* Harper-Row $5.95 (pap. $1.95)

Everyone knows and loves this story of the brave and loving spider.

Zion, Gene. *Harry the Dirty Dog.* Harper-Row $5.95 ($1.95 pap.)

His family doesn't recognize him after his day away from home, but the hated scrub brush changes him back to the family's own dog.

The following books were written in series, but each is a complete story and can be read alone.

Henry, Marguerite. *Misty of Chincoteague.* Rand $5.95 (pap. $2.95)

Our daughter is currently bonkers about horses, and loves this and its sequel, "Stormy: Misty's Foal."

Lewis, C. S. *The Chronicles of Narnia* $7.95 ea. (Macmillan seven-book set, pap. $12.50)

Fantasy about four children who enter the land of Narnia through the back of a wardrobe.

Nesbit, Edith. *Five Children and It.* British Book Center $12.50 (Penguin pap. $1.50)

Another English fantasy; several in series.

Norton, Mary. *The Borrowers* (4 vol. pap. $6.25) Harcourt Brace Jovanovich $5.50 ea.

My personal fantasy favorite. This series is about a family of tiny people who live behind the walls of old houses and "borrow" for their livelihood.

Robertson, Keith. *Henry Reed, Inc.* Viking $6.95 (Dell pap. $1.50)

This series of humorous stories about the inventive Henry Reed is very popular.

Travers, Pamela. *Mary Poppins.* Harcourt-Brace $5.95 ea.

There are four books about this fantastic English nanny. A boxed set is available in paperback at $4.75. Once again, avoid the Walt Disney versions.

Wilder, Laura Ingalls. *The Little House* books. Harper Row. (boxed set pap. $19.60), $7.95 ea. hardbound.

Autobiographical stories of pioneer American life. Even boys enjoy these books, though the main character is a girl.

We won't delve deeply into the classics, except to say don't forget about them. Andersen's and Grimm's fairy tales and Aesop's fables come not only in collections for older children, but individually in picture-book format for the younger ones. Kenneth Grahame's "Wind in the Willows," and Mary Mapes Dodge's "Hans Brinker" shouldn't be missed. Carlo Collodi's "Pinocchio" is better than the movie (as always, we caution you to stay away from the watered-down, cutened-up Disney version).

Here are a few others:

—R. L. Stevenson, *Treasure Island*

—Mark Twain, *Adventures of Tom Sawyer, Huckleberry Finn*

—Washington Irving, *Rip Van Winkle and the Legend of Sleepy Hollow*

—Jules Verne, *20,000 Leagues under the Sea* and others

—Louisa May Alcott, *Little Women, Little Men,* and others

There are many adult books that are also suitable for children and, as children grow older, they read more and more in adult literature until they have made the switch complete. We all enjoy the books of Gerald Durrell (brother of Lawrence). He has written a number of books about his experiences collecting animals for zoos. Andy, at 14, practically has them memorized, and 8-year old Amy, who only hears excerpts at the dinner table, quotes him extensively. Andy's favorite is "The Bafut Beagles," available in Penguin paperback for $1.95. ●

[illegible]—The U.S. Government Women's Organization raises some $12,000 through an art exhibit. Seated in front, from left: [illegible]

Post of the Month: Port Moresby

PORT MORESBY, north of Australia on the southeastern shore of Papua New Guinea, offers its inhabitants the South Pacific tropics and cool, rugged highlands. You get a view, too, of diverse local cultures. This is another in STATE's continuing series on overseas posts.

Political/economic officer *Ira Wolf* and his children, *Adam* and *Jason*, with costumes for a local initiation ceremony.

Consular officer ***Al Ishkanian*** gets a start from Air Niugini pilot ***Bill Johns***, on craft used by Australian Air Force during World War II.

Secretary *Maureen Casey*, out on the Coral Sea.

Ela Beach on the Coral Sea.

Public affairs officer *Michael Betcher* and cultural assistant *Dyneh Lawrence.*

Deputy chief of mission *Tim Hamilton* outside his home.

Huli tribesmen present then-Ambassador *Harvey Feldman* a gift of spears.

General services assistant *Kerry [illegible]* studies plans for a new chancery.

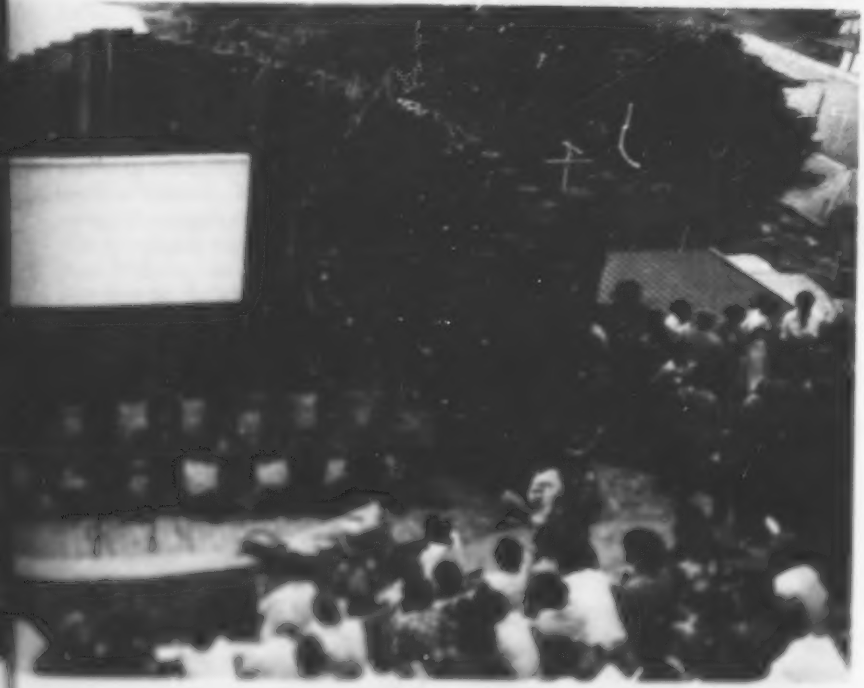
Budget and fiscal assistant *Allison Gibson* accepts gift from Micronesian dancers.

Micronesian dancers entertain at embassy's amphitheatre.

TAUREKA
WATERHOUSE
LICENSED BOOKMAKERS

At the bookmakers' are chauffeur *Mathew Langu* and distribution assistant *Matthias Tiamani.*

Administrative officer *Bob Fretz* with participants in Highlands show.



Receptionist *Kathleen Dickson* and consular assistant *Gaiki Maia.* ■

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. WASHINGTON

Our family has been told to start taking antimalarial pills one week before our arrival in Africa. Will we get malaria if we don't start taking the pills until we get there?

A.

I recommend starting before arrival at post, to establish the routine and assure tolerance. However, if you start immediately upon arrival, this should offer satisfactory protection, since the drug is rapidly absorbed. It enters the bloodstream within hours. From the time one is bitten by an infected mosquito, it takes a minimum of about seven days for malaria parasites to appear in the bloodstream, where they are suppressed by the drug.

Q. ASIA

My local doctor took a gall bladder X ray of me. The nurse and the administrative officer at post wouldn't pay for it, even though there is something in the medical regs about paying for "special examinations." Since it occurred overseas, why did I have to pay for it myself?

A.

The special examinations referred to in 3 FAM 684.2(d) are comprehensive examinations needed for assignment and retirement information related to the medical clearance process. A cholecystogram (gall bladder X ray) or any other medical study done in an outpatient examination is at the employee's expense regardless of who requested it—a local physician, the regional medical officer, embassy nurse, etc. Payment may be authorized at Government expense if the procedure is part of a clearance or retirement physical, or if it is related directly to treatment prior, during or subsequent to hospitalization. In your situation, you should submit claims to your private insurance carrier for expenses related to your doctor's visits and special X rays. Should you be hospitalized in the next year for a gall bladder operation, you could retroactively seek reimbursement for out-of-pocket expenses related to your gall bladder tests.

Q. WASHINGTON

My boss seems to be terrified of speaking before large groups. He begins to tense up just before he has to participate in staff meetings. He's also fearful of visiting museums and going to church or sporting events. Can I do anything to help?

A.

There are many types of phobias, or extreme fears. It is a very common problem. Sometimes it can be so severe that the person is incapacitated. Treatment should be by a mental health professional. It formerly included extensive long-term psychiatric therapy. But in recent years, special treatments have proven very effective. These treatments utilize behavior modification methods, relaxation techniques and sometimes meditation or hypnosis.

Q. EUROPE

Can you tell me if any harmful rays are emitted from word processor machines? It looks to me like it would be comparable to sitting in front of a television screen.

A.

The National Institute of Occupational Safety and Health has conducted extensive and thorough radiation surveys of the video display terminals of word processor machines. It concluded there is no radiation hazard to employees working on or near the terminals.

Q. EUROPE

Is there any situation overseas when the Department would pay for dental care?

A.

In existing regulations, coverage of dental care generally is restricted to those circumstances where the patient was admitted to a hospital and dental surgery was done under general anesthesia.

Q. AFRICA

We're good about brushing teeth, but when should I teach my three-year-old about flossing?

A.

The dental consultants tell me that, as a general rule, you should teach a child flossing as soon as s/he will devote the time and effort necessary to do an adequate job. Flossing is especially important after the eruption of the first permanent teeth, such as the six-year molars, and increasingly so as more and more permanent teeth take their places in the dental arches. Much patience will be needed during the instructional phase, but the benefits to the child make it very worthwhile.

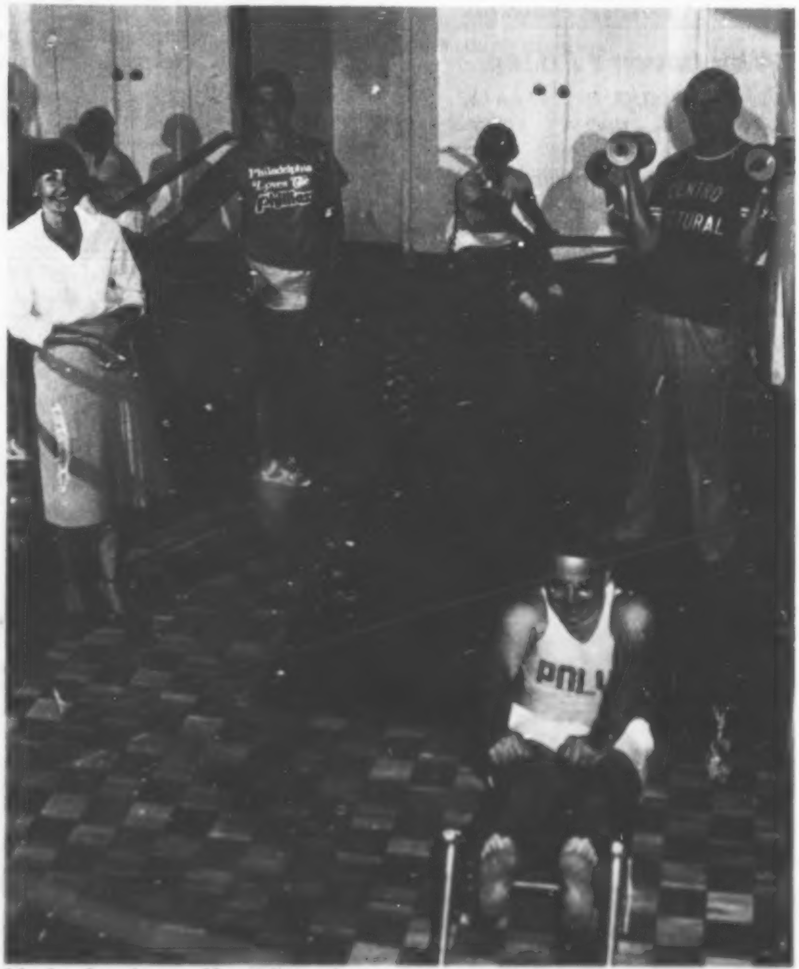
Q. WEST AFRICA

I'm due to deliver our first baby Decem-

ber 13. Rather than traveling to Frankfurt and staying in a hotel, I'm going to the Midwest in early November to stay with my family and await our baby's birth. We understand post will only pay the ticket equivalency of the round trip to Germany and back. My husband and I will pay the difference. But, am I eligible for per diem while I'm waiting to go into labor and before I return to post?

A.

You're describing a cost-constructive travel situation wherein you are eligible for medical travel orders to a given destination but you elect to return to the United States. It works this way: you pay the extra air fare, and are free to travel to any location you prefer for your medical care. As for per diem, as an obstetrical patient on medical travel orders, you are eligible for a total of 90 days per diem. Since you'll be staying with family you will, of course, have to submit proof of lodging costs with your travel voucher. I think the crux of your question is whether you're eligible for per diem if you don't go to the "designated nearest regional medical center with adequate medical facilities." In fact, you are eligible for per diem at locations other than designated regional medical centers. By the way, should obstetric complications arise requiring you to remain away from post longer than 90 days, you can submit a medical report to us indicating the same. Upon review in Medical Services, additional per diem may be approved, not to exceed a total of 120 days. Good luck in December! ☐



MADRID, Spain—Trimming excess fat at this post is easier now that the embassy Commissary Association has installed an exercise room. Inaugurating the facilities: association manager *Erica Pyle* and *Deborah Bolton* (trying the ballet bar), *Nancy Vosburg* (on the rowing machine), *Robert Myers* (doing situps), *Ray Barnes* (weightlifting). And how's the battle of the bulge going at *your post?*

Dr. Korcak's health hints

Seizures

This is an alarming sight. The victim's limbs jerk violently, his/er eyes may roll upward, his/er breath may become heavy with dribbling, or even frothing, at the mouth. Breathing may stop in some seizures, or the victim may bite his/er tongue so severely that it blocks the airway. If possible, place a blunt object between the teeth so the victim won't bite his/er tongue.

During the seizure: (a) there is little you can do; (b) let the seizure run its course; (c) help the victim to lie down to avoid injury; (d) keep him/er from falling into furniture with sharp edges; (e) loosen restrictive clothing; (f) use no force; (g) do not try to restrain a seizure victim.

After the seizure: (a) check to see if the victim is breathing. If s/he is not, give rescue breathing at once; (b) check to see if the victim is wearing a "medic alert" or similar bracelet. It describes emergency medical requirements; (c) check to see if the victim has any burns around the mouth. This would indicate poison.

The victim of a seizure or convulsion may be conscious but not talkative when the intense movement stops. Stay with the victim. Be certain that breathing continues. Then, when the victim seems able to move, get medical attention. ☐

Alcohol Awareness Program

'Why haven't I been able to help my alcoholic?'

Alcoholism is a family disease, and it is often said that members of the family of the alcoholic are also sick with this disease. The following is reprinted with permission of the Johnson Institute of Minneapolis. A second installment will appear in next month's issue.

"Alcoholism attacks everyone." This statement describes vividly the widespread effect of the disease process. Few other illnesses so thoroughly involve such persons as: spouses, other family members, close friends, fellow employees, and employers. This paper describes the self-defeating and progressively harmful attempts at coping that are frequently used by the spouses.

The disease

In order to understand how the spouse becomes trapped by the illness, one must be aware of the disease process within the alcoholic. With the progression of the illness, the alcoholic's drinking behavior becomes increasingly more bizarre, unpredictable, abusive, and destructive. In order to withstand the overwhelming negative feelings about himself that are associated with this type of behavior, spontaneous defenses arise and develop without any conscious realization on his part. The major defenses which arise are:*

1. *Repression*—The spontaneous forgetting of shameful and painful memories.

2. *Rationalization*—The intellectual process of making irrational behavior seem rational.

3. *Projection*—The unconscious unloading of personally unacceptable thoughts, feelings and attitudes about self onto others.

These defenses cause the alcoholic to be genuinely and sincerely "out of touch" with the severity of his symptoms. Repression forms memory gaps in the alcoholic which lead him to forget much of "last night." Rationalizations victimize him by "explaining away" successfully those events which repression cannot completely erase. Finally, projection unloads much of his growing self-hatred by causing him to see others, especially his spouse, as angry, resentful, meddling, unloving and the cause of most of his current problems. These defenses combine to form a wall of self-deception which keeps him from being able to "see the truth" of his condition.

The protector

As the spouse absorbs the brunt of these defenses, her self-image progressively deteriorates. She, too, falls victim to her own defenses which are the same as those of the alcoholic. (Nearly half of these spouses are "he's" rather than "she's.") During the initial stages of the disease, when the alcoholic's excessive drinking episodes occur infrequently, she unconsciously assumes a life style which causes her to adopt the defensive attitude of the "PROTECTOR." This attitude thrusts upon her new responsibilities such as:

—Making apologies to family and friends for his anti-social behavior which results from drinking.

—Calling his employer to make excuses for his absences or tardiness which are alcohol-related.

—Supporting his various rationalizations dealing with his abnormal drinking.

Each time she is forced to accept one of these new responsibilities, her self-image lowers, while her defenses rise to hide reality from her. Her own rationalizations and repressions cause her to believe that "it really is the flu" or "last night wasn't all that bad." Her defenses, like the alcoholic's, form a wall of self-deception which allows the disease to continue and worsen.

It is important to examine how these defenses slowly gain control of her life. As the alcoholic's compulsive drinking increases, so do his spontaneous projections. The spouse becomes the recipient of an increasing number of statements such as:

"Maybe if you would have a decent meal on time once in awhile, I wouldn't need to drink so much."

"Those kids would drive any man to drink! You should control them better."

"Can't you do something about your hair? You look like a tramp!"

"Your friends are the world's greatest bores—but then I guess it takes one to know one."

"If you were more of a woman, I wouldn't need to drink so much."

Through these statements, he unconsciously is "dumping" *his* self-hatred on *her*, and the result is her growing feelings of guilt and inadequacy. She questions whether she is a worthwhile wife, mother, and person. She seriously wonders how she is causing him to drink. As her self-doubts intensify, her own defenses rise to block the reality of his drinking problems and act to hide her negative feelings about herself. She becomes the "PROTECTOR" in an unconscious attempt to prove herself to be a meaningful and worthwhile person. She tries to be the "ideal" wife, without being aware that what she really is doing is reacting to his projections of his own self-hatred. She increasingly nurses him, apologizes for him, excuses him, and supports his "other reasons" for drinking. Her repressions and rationalizations successfully deceive her into believing that "everybody drinks too much once in awhile" or "if I change somehow this will go away."

The controller

As the abusive drinking and projections increase, so does the deterioration process within the spouse. She feels an increasing responsibility for his drinking and his behavior. Her progressively lowering self worth strengthens her growing belief that somehow she is the cause of his drinking. Now in an unconscious attempt to regain some feelings of worth, the attitude of the "CONTROLLER" becomes a significant part of her growing defensive life style. She begins at an increasing rate to:

---

*We are not taking into account the massive distortion of the alcoholic's memory system here.

—Drink with him in hopes of keeping it "within limits."

—Cancel any social events which might result in excessive drinking.

—Buy the liquor in order to keep it "under control."

—Pour out or hide extra quantities of liquor.

—Plead that if he loved her and the children, he would control his drinking.

—Assume the responsibility for the family's finances.

Again it is important to understand why the spouse acts this way. The alcoholic's projections send her the constant message, "if it weren't for me, he wouldn't need to drink." His drinking becomes an outward manifestation of her own internal inadequacy. Her feelings of self-worth are directly intertwined with his drinking. In other words, she cannot feel good about *herself* until *his* drinking is brought under control. She is caught in a downward spiral. The more she attempts to control his drinking the more he drinks. The more he drinks the more her inadequacy grows. The more her inadequacy grows, the more compulsively she tries to control his drinking. She is trapped in a progressively worsening situation.

As an integral part of the Alcohol Awareness Program, there is an Alcoholics Anonymous meeting every Wednesday, from noon to 1 p.m., in the New State Building. This meeting is for the family and friends of the alcoholic. Details can be obtained by calling 632-1843 or 632-8804. ■

JAKARTA, Indonesia—Ambassador *Edward E. Masters,* left, presents Meritorious Honor Award to Dr. *Lansing Bennett,* regional medical officer.

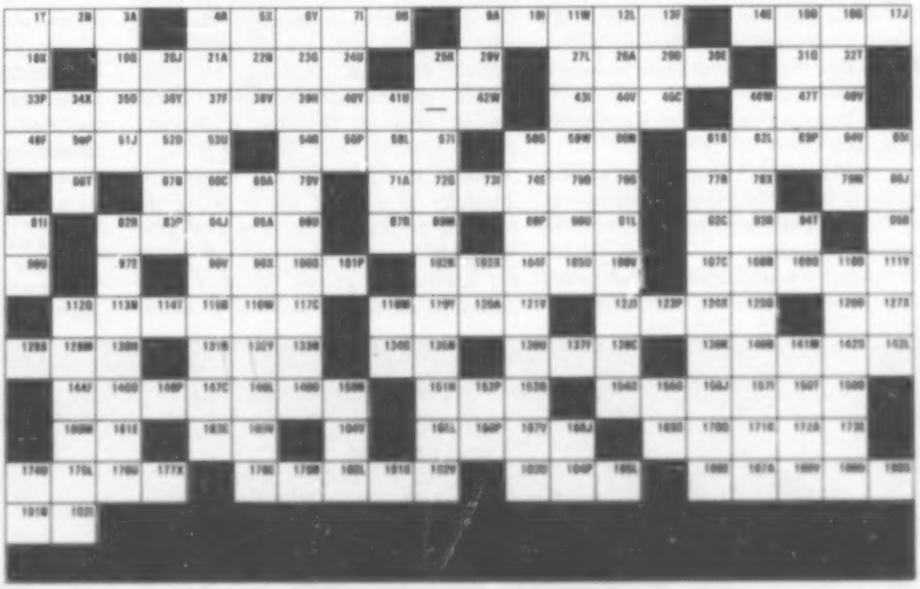
Diplo-Crostic No. 11

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 10" appeared in the June issue; the solution was in the July STATE.)



DEFINITIONS **WORDS**

A. Hard candy
28 90 9 71 85 3 167 120 21 172

B. Muse of Astronomy
110 75 131 115 95 140

C. A collection of information in machine-readable form
45 147 128 62 102 107 117 88

D. "Dies ___" (Latin hymn)
157 180 29 52

E. Science of classification
173 87 30 161 14 74 186 178

F. Drink together
37 137 48 13 124 144

G. Capable of living
18 190 155 58 23 72

H. Possessive adjective
151 39 132

I. Impromptu, extemporaneous
16 122 73 57 43 65 182 7 81

J. He sings "[illegible]"
51 84 100 82 20 17 158

K. "The Russian people had learned to make ___ a diversion" ([illegible])
102 25 19 181 171 138

L. The working of miracles
160 170 12 106 91 27 58 148 163 175
60

M. [illegible]
125 49 135 118 89 141 78

N. [illegible]
113 136 26 109 22 181 134 184 2 176
97

O. "An egg is dear on ___ day" (Russian proverb)
145 35 149 129 15 190

P. Upper middle class solidarity, esp. British
169 123 101 33 146 80 104 50 83 152
55 63

Q. Drunkard
125 109 19 153 170 31 112

R. What an obstetrician says to a brown cow
82 87 54 93 4 77

S. Literally, one who writes on the back of something
76 134 61 108 8 169 142 128

T. Shine brightly
32 47 86 118 69 1 188

U. Counterclockwise
176 41 98 53 178 105 24 156 99 183
88

V. Its capital is Bloemfontein
161 185 130 44 88 165 38 70 182 36
46 138 89 111 127

W. Inventor of a modern electronic keyboard instrument
11 42 59 119

X. The sea mentioned
126 34 103 65 127 177 5 158 76

Y. See Word [illegible]
132 119 35 6 46

American Diplomacy 1781

Every door is shut

August/September 1781

BY JAN K. HERMAN

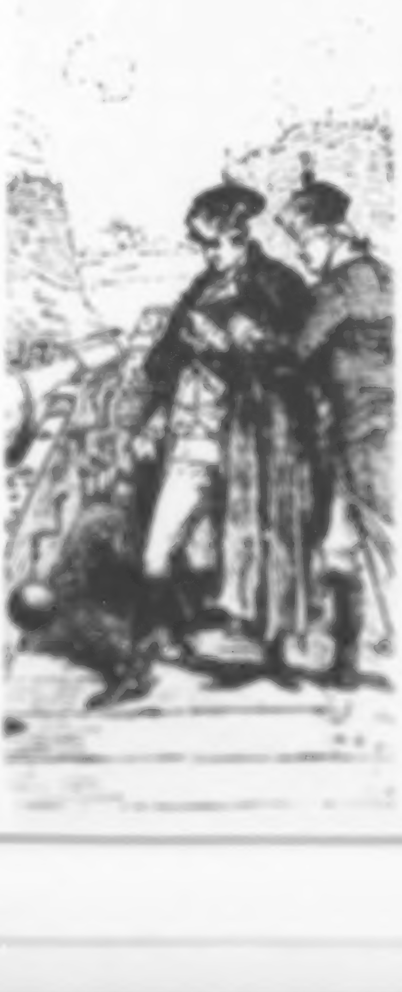
"THE ARMY will hold itself in the most perfect readiness to move at the shortest notice." Thus begins the commander-in-chief's general orders on the morning of August 15. With the arrival of a dispatch from Admiral de Grasse the day before, the complexion of the war suddenly changes. Until now, Washington tenaciously clung to the hope that the British could be attacked successfully and thrown out of New York City. But de Grasse's destination is the Chesapeake, not Sandy Hook. However, he can only remain in American waters until mid-October, and then must return to the West Indies. Washington's course is clear and unequivocal. Within hours, he pens an urgent letter to Lafayette in Virginia informing him of the impending arrival of the French fleet. General Lafayette is to detain and, if possible, block Cornwallis' escape southward into the Carolinas.

The British commander has, in the meantime, fallen back to the Virginia coast and, on August 1, begins fortifying the small river port of Yorktown.

At 2 a.m. on the 20th, 2,000 Americans and 4,000 Frenchmen begin to cross the Hudson and march 500 miles to Virginia. There they hope to rendezvous with Lafayette and Admiral de Grasse's ships. With the exception of General Washington and his closest aides, few know their true destination.

It is a go-for-broke campaign with the American Revolution in the balance. So much depends upon timing, logistics, and plain good fortune. With an unpaid and near-mutinous army to lead, and 18th-century communications to contend with, Washington's odds do not seem promising. He must pass to the west of New York without raising suspicion, and reach Virginia before Cornwallis can be relieved. By the time he arrives, de Grasse's blockading fleet must be in place to trap Cornwallis by sea. And then there is the matter of the siege artillery. That must go by ship from Newport and be set up where it will do the most good. Moreover, Cornwallis cannot be permitted to escape before everything is in place.

The biggest question mark is de Grasse. Will he arrive in time? The answer is yes. On the 30th, 28 French line-of-battle ships, six frigates and accompanying troop transports anchor in Chesapeake Bay. Two days later, General Anthony Wayne's troops move to block Cornwallis' escape by land. French vessels then blockade the York and James Rivers. On September 2, Wayne informs Lafayette that "every door is shut. . .against poor Cornwallis . . ."



Meanwhile, the allies continue southward and pass through Philadelphia. Immaculately uniformed and drilled French regulars put on a spectacular parade for the wildly cheering crowds. In contrast, the unpaid, ragtag Americans grumble as they trudge through the blistering streets of the rebel capital.

General Washington, mindful of his men's discontent, begs Robert Morris, superintendent of finance, for money to pay them. Morris responds by procuring a short-term French loan of $20,000. The sum falls short but, for the first time in many months, American soldiers have money to spend.

On September 5, a messenger bearing an important packet of letters meets General Washington on the road south of Philadelphia. The next day in his daily orders, Washington shares the good news with his troops. "It is with the highest pleasure and satisfaction that the commander-in-chief announces to the Army the arrival of Count de Grasse in the Chesapeake. . .he felicitates the Army on the auspicious occasion, he anticipates the glorious events which may be expected. . ."

(One of a series)

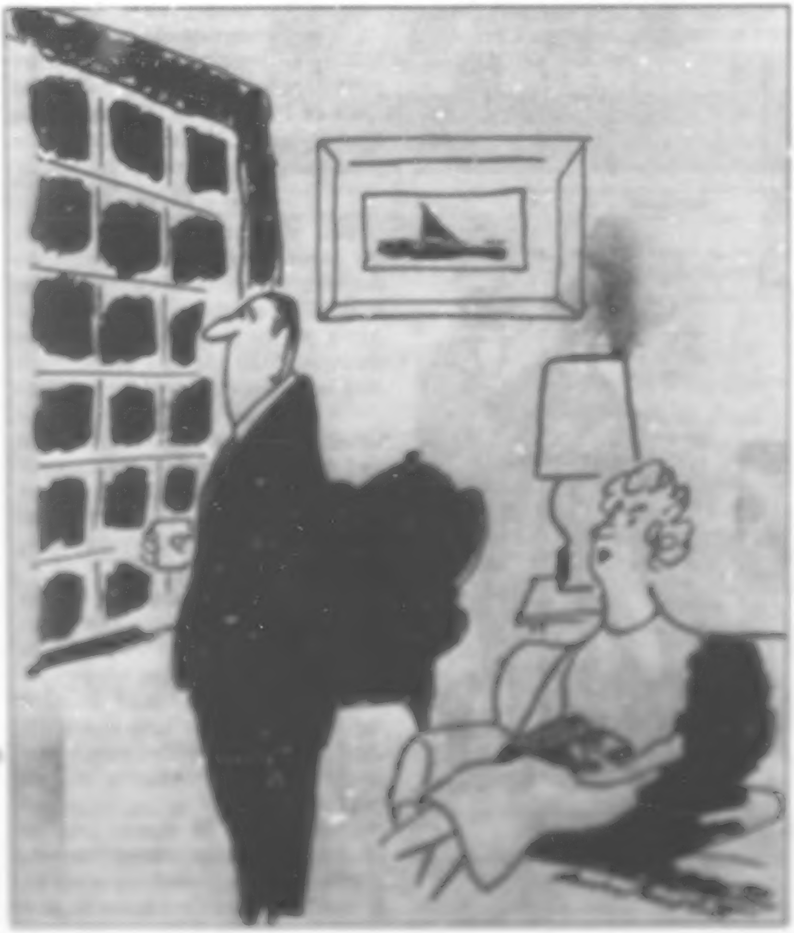
The same day, British Admiral Graves arrives off the Virginia Capes, and de Grasse weighs anchor to meet him. The British come out on the short end of the battle. Three days later, Graves seals Cornwallis' fate by sailing back to New York to refit.

On the 14th, Washington arrives in Williamsburg and assumes command of 9,000 Continentals and Virginia militia and 7,800 French troops supported by 40 ships manned by more than 7,000 sailors. For the first time in six years, George Washington has reason to believe that a grand victory is within his grasp.

September 28 dawns crisp and clear as the allies march the short distance from Williamsburg to the York River. The siege of Yorktown begins. ●

Grievance Actions

The articles in this section are summaries of Foreign Service Grievance Board decisions, in cases brought by employees of State, AID and the International Communication Agency. The board, in issuing the summaries, has taken care to protect the identity of grievants. For example, the employing agency and overseas posts are not identified except where sense demands it. Also, as a rule, only the masculine pronoun is used. The numbers are sequential, assigned to each case as it was received by the board. Headlines are by the STATE *editorial staff.*



"New junior officer arrived today—turned down housing, said her office wasn't big enough, and demanded her husband be the new F.L.O."

Evaluation ruled not prejudicial

528—The grievant requested that an evaluation report which he argued was falsely prejudicial be removed from his file, and that he be promoted retroactively on the ground that he would have been promoted but for the contested report.

The board was not persuaded that the criticisms objected to by the grievant were inaccurate. Communications by the grievant to a personnel adviser, in which he admitted to the faults reported, weighed heavily in the board's conclusion.

The board also found that: (1) the lack of specificity in the contested report was not sufficient to warrant voiding it; (2) the numerous accomplishments listed in the report were not inconsistent with criticisms that the grievant was disorganized or that there was room for improvement in his interpersonal relations; and (3) brevity of contact between the grievant and the reviewing officer was not sufficient reason for concluding that the reviewing officer's statement was inaccurate.

Also, the board took note of the fact that a recent promotion the grievant received was made while the contested evaluation was part of his file. ☐

Grievance board says no on promotion

532—The grievant requested a ruling that he be promoted retroactively on grounds that he would have been promoted but for the presence in one of his evaluation reports of inaccurate material subsequently deleted by his agency. The grievance board concluded that it was improbable the inaccurate material had been a critical factor in the grievant's not getting promoted, for the following reasons: (1) the criticism in the evaluation seemed minor in the light of the high praise for the grievant in the rest of the report; (2) the reviewing officer's statement offset much of the criticism in the report; (3) the inaccurate material was offset by highly positive appraisals in other evaluations; (4) the grievant would have had to be more than 35 places higher on the promotion list to be promoted.

The grievant also argued that a favorable evaluation which was late in reaching the promotion board was probably not seen by the board, thus also adversely affecting his chances for promotion. The grievance board noted that the delayed report was in the grievant's file a month before the promotion board finished its work. The grievance board declined to presume that the promotion board failed to see this report during that month.

When the grievant's agency removed the inaccurate material from his evaluation, it also removed, with the grievant's acquiescence, the offsetting comments by the reviewing officer, leaving a noticeable gap in the reviewing officer's statement. The grievant contended that this gap might lead promotion boards to assume that critical statements were contained in the rating officer's statement. The grievance board ordered the gap in the reviewing statement closed. ☐

Board denies request on legal fees

549—The grievant was sued in District Court, along with several agency officials, including the head of the agency and other top officials, by a former agency employee, who alleged that the individuals conspired to prepare an adverse efficiency report to separate him from the agency. The Justice Department asked the grievant whether he wished Justice to represent him, but he declined and sought his own private counsel. The Justice Department defended the other officials, and their case was soon dismissed on technical or other grounds. The grievant was also dismissed at a later date, but he had incurred attorney fees and began attempts to obtain reimbursement.

The board reviewed the reasons advanced by the grievant for seeking private counsel and declining representation by Justice. The board did not uphold the grievant's contention that he felt he would not be properly represented by the Justice Department because of his low rank in the hierarchy. The board also found the grievant did not follow the procedures for obtaining authorization from Justice for hiring an outside counsel.

On the question of the timeliness of the submission of the grievance, the board determined that delays in the case could be traced to the agency's suggestion that grievant should obtain a decision from the U.S. comptroller general. However, while the grievance was found to be timely filed, the board denied it on its merits. ☐

Agency loses foreign-flag travel case

548—This complaint was generated by the agency's attempt to have the grievant reimburse it for payment of his travel on a foreign-flag vessel.

Prior to his travel on the vessel for a portion of his return trip to post from home leave, officials in his agency had assured him this was authorized, since it could be paid for out of surplus foreign credits in the currency of the country in which he was posted. He was provided with a memorandum authorizing payment for foreign-flag travel in foreign currency, which was accepted by the vendor.

However, instead of paying the foreign flag line in foreign currency, the agency, upon the request of the shipping line, paid in U.S. dollars two and one-half years after the actual travel, and subsequently asked the grievant for reimbursement. Even though the post and Washington had earlier approved his travel voucher, the agency sought reimbursement because it claimed that the grievant had not furnished certification that his travel via the vessel was authorized.

The board, on the basis of the evidence before it, found that the agency's effort to collect the money from the grievant was without justification and ordered it to abandon that effort. ☐

Grievant loses R&R challenge

550—The agency asked the grievant to reimburse it for R&R (rest and recuperation) travel he and his family had because he left the post after completing only 13 months of his three-year tour of duty. The grievant stated he retired in order to care for an elderly, ailing close relative in the United States.

He asked that he be granted a waiver of reimbursement on compassionate grounds, giving as additional justification that he had a markedly lower income after retirement and that he had voluntarily forfeited R&R at other hardship posts. He also felt the agency gave too strict an interpretation to the regulations concerning the length of time to be served at post in order to qualify for R&R.

The board, finding that the agency had interpreted and applied the applicable rules, regulations and policy correctly and that it had acted properly in requesting reimbursement for the R&R, denied the grievance. ☐

Board recommends backdated promotion

555—A Foreign Service specialist requested reclassification and retroactive promotion because of the upgrading of his position a year after he entered on duty. He also asked that the rating and reviewing officers for his first six months at post be reprimanded because he attributed his failure to be promoted after his third year in the Service to their 12-week delay in completing and forwarding an evaluation report on his initial period there.

The agency turned down the request for reclassification on the ground that the grievant's entry level had been determined in accordance with regulations prevailing at the time of his entry into the Service.

In denying the second request, the agency conceded that the processing of the evaluation report had been dilatory, but noted that he had been recommended, though not reached, for promotion in the same year. Thus, it concluded, the grievant had not been materially disadvantaged. The following year, the grievant was promoted.

The board sustained the agency in its denial of reclassification. The board believed that this claim stemmed from the grievant's previous experience of nearly two decades in the Civil Service.

where the classification of the position occupied by an employee generally governs his or her rank. In the board's view, the grievant had not fully grasped the rank-in-person concept of the Foreign Service personnel system.

With respect to the agency's handling of the grievant's evaluation report, however, the board upheld the grievant. Although the grievant had prodded two successive superiors to complete the report on time, both left the post without having done so.

The evaluation report in question was tardily cabled to Washington a week before the dispersal of the review panel, and the agency was not able to establish that the review panel had actually examined the report. The board concluded that the panel did not see the highly laudatory account of the grievant's performance and this, the board found, clearly damaged his promotional opportunity. However, the board was not persuaded that the tardiness of the rating and reviewing officers warranted a formal reprimand, but noted that there was no evidence that the agency ever implemented its own regulation by inserting the prescribed notation in the performance folders of the delinquent officers.

The board did recommend that the grievant's last promotion be backdated one year and that, if the latter recommendation were accepted, he receive back pay for that year. □

Report is changed, but no promotion

557—The grievant maintained that, because of his complaints about a co-worker's neglect of duty, his supervisors had unfairly criticized his own performance in an evaluation report, and that this criticism had directly resulted in his low ranking by a selection panel. In compensation, the grievant requested deletion of the criticisms from his evaluation report, the removal of the low-ranking statement and a counseling statement from his file, and a retroactive promotion.

In his account of the office episode, the grievant charged that, at an extremely busy period, a colleague spent much time on personal telephone calls and was absent for long stretches during the workday, imposing an extra burden on the grievant and another employee. The grievant's appeals to the individual concerned and, through channels, to his immediate supervisors, had been unavailing. The supervisors, in their written evaluations, while praising his overall performance, faulted him for deficient interpersonal relations and downgraded his potential for advancement.

Its own investigation persuaded the agency that the grievant had not been entirely to blame, but rather that the difficulty had arisen because of different views on how to deal with an acknowledged problem. While making some deletions from the evaluation report, the agency found no clear link between the report and the low-ranking statement, and thus declined the request for removal of the entire report. It also disclaimed any basis or authority for a retroactive promotion.

The board ordered several additional excisions from the evaluation report in the interest of internal consistency. But it found no integral connection between the evaluation report and the low-ranking statement which in its opinion derived from a review of the grievant's performance over several years, and not merely a one-year rating. It noted that the counseling statement singled out professional weaknesses and personality traits for which rating and reviewing officers had faulted the grievant in the past. The board found no basis to recommend promotion. □

Blame is allocated on shipping delay

558—The grievant claimed that inordinate delays in shipment of his air freight caused him additional expenses for which he requested compensation. The delayed shipment contained essential baby items which he had to replace with purchases at post.

The agency admitted responsibility for part of the delay, but argued that other delays were attributable to the packing firm, the airlines and the overweight problem of the grievant's air freight. The agency stated, that because delays in shipments are common, an additional 22 pounds of excess accompanying baggage per person is allowed to enable employees to take absolutely necessary items with them. The grievant did not take advantage of this allowance, the agency asserted.

The board found that the agency may have been responsible for three to four weeks of the total delay, but that the movers, the freight forwarder, and the grievant himself were in part responsible for other delays. For example, the grievant failed to stay within a 500-pound weight limitation. He also did not use the extra 22 pounds per person (66 pounds in his case) to take essential baby items.

The board also found that the grievant, instead of paying immediately when notified of the overweight charges, sought to reduce his liability by asking his agency for credit on the 66 pounds of accompanied baggage he had not used. Had he paid in full when first notified of the overweight, his shipment would have arrived sooner, purchases of additional baby items would not have been necessary, and he could have sought a refund on the 66 pounds at a later time.

The board found no merit in the grievance. □

Administrative error bars promotion

G-004—This grievance arose because of an administrative error in reporting on the grievant's performance for a 16-month period. The agency admitted that a performance evaluation, which would have qualified the grievant for promotion earlier than he actually received it, had not been entered into his performance file. The agency informed the grievant that it could make his promotion retroactive to the previous year only by recommendation of the Foreign Service Grievance Board.

The board recommended, on the basis of its examination of the record in the case, that the grievant's promotion be made retroactive to the previous year, when he would have advanced to the next higher grade but for agency error. It also recommended that he receive all financial benefits incident to such retroactive promotion. □

Board says tenure should be granted

G-005—The grievant contended that two documents in his file were inaccurate, erroneous and falsely prejudicial, and had the effect of denying him tenure and promotion. The agency, in its final review, concluded that certain portions of a reviewing officer's statement were inaccurate, erroneous or falsely prejudicial and directed the removal of those portions. The agency also agreed that portions of a career statement could be interpreted as inaccurate or falsely prejudicial, and ordered the entire statement removed from all files.

The grievant contended that the relief was inadequate and appealed to the board. He requested that the remainder of the reviewing officer's statement, together with his related comments, be removed and that he be granted tenure and retroactive promotion.

As a result of its findings, the board ordered the agency to remove from the grievant's file the entire reviewing officer's comments and the rated officer comments, together with any related material. The board also concluded that, because of the flaws in the material reviewed by the tenure boards, and in the particular circumstances of his case, the normal tenuring process could not work fairly for the grievant. The grievance board recommended that the grievant be granted tenure.

The agency and the exclusive representative, as intervenor, argued that the grievance board does not have the authority to recommend that a grievant be granted tenure. The board determined, however, that under Section 1107(J) of the Foreign Service Act of 1980, it has the authority to recommend such remedy in a case it finds meritorious. Such recommendations, the board recognized, "are extraordinary remedies which should be reserved for extraordinary cases."

The board considered the additional redress of retroactive promotion sought by the grievant. It did not find grounds for supporting this request. Also, the board did not find payment of attorney fees to be warranted in this case. □

Grievant is upheld in language case

G-022—The grievant contended that he should not have been denied a promotion on the basis of not meeting the language probation requirements, because these requirements were not in effect at the time he was appointed under a particular program.

The agency, in its final review, stated that its investigation supported the grievant's claim, but that it did not have the authority to effect promotion retroactively. However, the agency said it would endorse the retroactive promotion if it were recommended by the Foreign Service Grievance Board.

The grievance board recommended the retroactive promotion to correct the agency's admitted administrative error. ●

Two recently appointed members of the Foreign Service Grievance Board meet with chairman Richard Bloch, left. Mrs. [illegible] of Pittsburgh and Arthur Stark of New York were named by Secretary Haig to two-year terms. They are professional labor-management arbitrators.

Honors and Awards

ANKARA, Turkey—At awards ceremony, from left: *Alaaddin Isiktel, Alfred J. White, Yasar Karaer, Karen Bowman, Ali N. Ongun, Esin Solakoglu, Aubrey Hooks, Carolyn Smith,* Ambassador *James W. Spain, Serif Yildirim, Erdal Ozkan, Hikmet Emir, Suleyman Goktas, Fikret Karayalcin, Ahmet Ozkan.*

FOREIGN SERVICE INSTITUTE—Under Secretary *Richard T. Kennedy,* left, presents Superior Honor Award to Ambassador *James J. Blake,* coordinator of the Executive Seminar in National and International Affairs, who retired recently.

GUADALAJARA, Mexico—National employees receive meritorious step increases. From left: *Donald Mason,* administrative officer; *Guillermo Olguin,* head of maintenance; consul general *J. Donald Blevins; Teresa Paillaud,* commercial-economic assistant; *Gabriela Moreno,* bilingual secretary; *Joe B. Bennett,* immigration officer.

MARACAIBO, Venezuela—At awards ceremony, from left: *Carmen Vilchez, Adriana McChlery, Steven Hill,* Ambassador *William H. Luers, Josefina Rincon, Robert Driscoll, Lynne Ibarra, Philip Egger, Audio Atencio.*

PANAMA—Ambassador *Ambler H. Moss Jr.,* right, presents Superior Honor Award to labor attaché *James Murphy.* At left is Mr. Murphy's wife, *Irene,* and at right his daughter, *Mrs. Wesley Naramatsu.*

READEX FICHE

BANGUI, Central African Republic—At awards ceremony, from left: *Robert Kiwa, Emile Ouenseke, Jean-Marie Betto,* chargé d'affaires *Albert E. Fairchild,* administrative officer *Mary C. Pendleton, Louis Zadou, Joseph Allaye-M'Boyoko.*

NAIROBI, Kenya—At awards ceremony are, from left: *Wanjohi Kamau, Raman Chopra,* Ambassador *William C. Harrop, Dedan Muthemba, Amos Mwanjalla, James Njuguna.* ■

Career Counselors

THE TABLE at right lists the current career counselors for all personnel. Employees may communicate with the appropriate counseling officer for advice and guidance in matters relating to career development, training, assignments and personnel actions. Detach the table and save it for reference.

Civil Service and other personnel who are not subject to worldwide assignment are served by the Office of Civil Service Career Development and Assignments (PER/CCA), Room 2421, ext. 20485. The table shows your individual counselor.

Foreign Service personnel who are subject to worldwide assignment are served by the Office of Foreign Service Career Development and Assignments (PER/FCA), Room 2328, ext. 28312. The table shows your individual counselor. In addition, Margaret D. Anderson and Earl Ambre are available to all Foreign Service personnel for general career counseling. Ms. Anderson is located in Room 2419 and can be reached on extension 29659. Mr. Ambre is located in Room 2328 and can be reached on extension 28453.

For domestic personnel. . .

In all grades. . .	In these offices. . .	Your counselor is. . .	Room no.	Ext.
	S (and all areas serviced out of S/S-EX), S/IG, IBWC, ISC, IBC, ARA, EUR, IO, INM	Joseph McGuire	2429	23352
	CA, PA, INR, EA	Janet Vido	2429	23352
	OES, L, M/MED, PM, M/COMP, HA, RP, SM	Annette Hales	2429	23352
	A, EB, AF	Jan Burke	2429	23352
	M/FSI, S/CPR, NEA, M/DGP	Torrey Whitman	2429	23352

For worldwide personnel. . .

In classes. . .	with function or assignment in. . .	Your counselor is. . .	Room no.	Ext.
CM/FO 1&2	NEA, S (D, E, P, C), S/IG, Executive Seminar, S/P, RP, S/R	George R. Andrews	2809	21416
	EUR, CA, M, A, PM (+T), ACDA, OES, details	Don Junior	2809	21417
	AF, EA, INR, PA, HA, L	Robert H. Wenzel	2809	21417
	ARA, INM, H, IO, EB, DIR/IPA	A. Wendell Whiting	2809	22238
FS 1	Administrative	Howard L. McGowan	2820	23438
	Consular	Donald K. Parsons	2332A	23332
	Econ/Commercial	Richard C. Scissors	2419	29764
	Political (inc. Labor, Program Direction)	Robert D. Collins	2419	29776
	Security	Peter E. Bergin	3800	20694
2	Administrative	Howard L. McGowan	2820	23438
	Consular	Donald K. Parsons	2332A	23332
	Econ/Commercial (A-D)	Richard C. Scissors	2419	29764
	Econ/Commercial (E-Z)	Charles A. Kennedy	2419	29764
	Political (inc. Labor)	William S. Shepard	2419	29777
	Security	Peter E. Bergin	3800	20694
3-4	Administrative	Peggy Blackford	2820	23438
	Consular	Sandra Humphrey	2332A	23333
	Econ/Commercial	Charles A. Kennedy	2419	29764
	Political	Thomas P. Hamilton	2419	29777
	Security	Richard J. Rowan	3800	21478
4-6 (Untenured)	Chief, Jr. Officers	Charles T. Magee	2419	27691
	Administrative	Thomas C. Tighe	2419	27693
	Consular	Max N. Robinson	2419	27693
	Econ/Commercial	Walter H. Manger	2419	27692
	Political	Walter H. Manger	2419	27692
	Security	Richard J. Rowan	3800	21478
3-5	Secretaries	Ann Johnson	2336	29526
6-7	Secretaries	Janice Yeadon	2336	29526
8-9	Secretaries	Maria A. Rodgers	2336	29494
1-3	Communications Personnel	Samuel R. Richardson	2820	28136
4-5	Communications Personnel	John Maysa	2820	28136
6-9	Communications Personnel	Victor J. Maffett	2820	28136 ■

Personnel: Civil Service

SAN FRANCISCO—*Bobbie J. Vaughn* of the State Department's Despatch Agency here holds certificate she received with a $1,260 Meritorious Honor Award, in connection with savings that were realized by the Government through her rate negotiations with various carriers. Her colleagues, from right, are despatch agent *Quetzal Doty, Helen Rudinsky, Ann Campbell, Lee Munroe, Julia Chouprov, Suzann Chaffee, Jim Dunne.*

Promotions

GG-6

Cavallaro, Marie E., U.S. Mission to United Nations

GG-11

Barcori, Helene E., U.S. Mission to United Nations

GS-3

Allen, Shirelle Y., Office of Comptroller, Finance Office

Calhoun, Chenobia C., Congressional Relations

Ching, Byron Kwock Keong, Passport Office, Honolulu

Ford, Felicia Celeste, Passport Office, Records Branch

Paterniti, Kathleen Ann, Passport Office, Miami

GS-4

McGill, Mary E., Oceans and International Environmental and Scientific Affairs

Okeefe, Allison J., Office of Security, Foreign Operations

Ward, Charles D., Office of Comptroller, Finance Office

Wood, Amy J., Office of Security, Passport and Visa Branch

Woods, Helena Virginia, Economic and Business Affairs, Aviation Programs

GS-5

Bryant, Herbert, Office of Comptroller, Finance Office

Butler, Emily R., Office of Communications, Diplomatic Pouch and Courier Operations

Deadwyler, Gregory E., Office of Communications, Diplomatic Pouch and Courier Operations

Edwards, Kevin T., Public Affairs

Exler, Randee Sue, Office of Operations, Foreign Affairs Information Management Division

Kiuru, Alli M., Inter-American Affairs, Office of Regional Economic Policy

Munson, Sheila E., Office of Operations, Foreign Affairs Information Management Division

Neve, Nina Jean, Public Affairs, Office of the Historian

Richardson, Alvin B., Office of Operations, Foreign Affairs Information Management Division

Thorne, Denitra R., Office of Operations, Foreign Affairs Information Management Division

GS-6

Bilbo, Janet L., Bureau of Personnel, Foreign Service Officer Recruitment Branch

Birkinshaw, Laura M., Bureau of Personnel, Civil Service Career Development and Assignments

Case, Kathleen J., Economic and Business Affairs

Gaynus Jr., Frank E., Office of Operations, Facilities Management and Administrative Services

Murtha, Martha M., Congressional Relations

Ohta, Sharon E., Office of the Secretary, Secretariat Staff

Tyler, Eva O., Office of Inter-African Affairs

Walter, Marguerite Ann N., Office of Operations, Supply and Transportation Division

Waska, Frances R., Near Eastern and South

Asian Affairs
Williams, Elise E., Inter-American Affairs, Office of Regional Economic Policy

GS-7

Brown-Davis, Jacqueline L., Foreign Service Institute
Chandler, Coleman A., Office of Comptroller, Finance Office
Crymes, Jacqueline D., Protocol
Dubose, Lynn C., Office of Operations, Foreign Affairs Information Management Division
Jernigan, Tamara G., Office of Security, Dignitary Protection
Keeter, Evelyn B., Office of Security, Dallas Field Office
Reck, Kathleen Ann, Economic and Business Affairs, Office of Development Finance
Roberts, Joan G., Intelligence and Research
Smith, Martha P., Northern European Affairs
Stevens, Caroline A., Passport Services
Teviowitz, Steven Mark, Office of Operations, Foreign Affairs Information Management Division
Walker, Dianna H., Office of Operations, Foreign Affairs Information Management Division

GS-8

Alexander, Martha B., Office of West African Affairs

GS-9

Bales, David L., Communications Center
Carter, James V., Communications Center
Chechele, Robert J., Communications Center
Dudley, Charlotte E., Office of Operations, Supply and Transportation Division
Gorisek, George F., Communications Center
Harris, Kenneth J., Office of Comptroller, Resource Management and Evaluation
McPherson, Bobby L., Communications Center
Muse, Debra A., Protocol
Robinson, Aileen V. S., Refugee Programs

GS-10

Marshall, Gloria Marie, Office of the Deputy Secretary
Soltis, Marjorie Ann, Office of the Deputy Secretary

GS-11

Comfort, Joseph T., Communications Center
Cubbins, Phyllis E., Passport Office, Seattle
Jenkins, Wardell L., Communications Center
Russell, Elden R., Communications Center
Sloan, William B., Communications Center
Watts, Norris B., Communications Center
Zylman, Jon G., International Organization Affairs

GS-12

Martin, Lionel R., Communications Center
Middleton, Maria Di Sante, Passport Office, Philadelphia
Wilcox, George O., Communications Center

GS-13

Catlin, Robert J., Communications Center
Denault, Donald D., Communications Center
Farris, Leroy, Communications Center

GS-14

Leong, Jain T., Office of Communications, Programming and Engineering Division
Liebau, Robert N., Communications Center
Williams, Thomas L., Equal Employment Opportunity and Civil Rights Office

WI-25

Jackson Jr., Albert G., Office of Operations, Foreign Affairs Information Management Division

New appointments

Adelman, Kenneth Lee, U.S. Mission to United Nations
Adler, Jane M., East Asian and Pacific Affairs
Anthony, Rosalind Sherese, Passport Office, Chicago
Baer, Diane L., Bureau of Personnel, Office of Management
Bailey, Andrew P., Information Systems Office, Systems Design and Programming Division
Bennett, Bruce L., Bureau of Personnel, Office of Management
Biegel, Joseph D., Office of the Legal Adviser
Blackburn, Marianne, Passport Office, Records Branch
Blackwell, Desiree C., Bureau of Personnel, Office of Management
Bobik, Leslie A., Office of the Secretary, Executive Secretariat
Bokow, David F., Inter-American Affairs
Bolten, Joshua B., Office of Assistant Legal Adviser, Inter-American Affairs
Born, Gary B., Office of the Legal Adviser
Branoff, Terry Patrick, Consular Affairs
Brathwaite, Janice A., Passport Office, Clearance Branch
Brown, Josephine M., Office of Medical Services
Broyles, Susan M., Near Eastern and South Asian Affairs
Brunsdale, Louise Margaret, U.S. Mission to United Nations
Buchanan Jr., Ivens, Office of Operations, Foreign Affairs Information Management Division
Burkholder, Deidra A., Office of Communications, Programs and Engineering Division
Carter, Fonda Yunsey, Consular Affairs
Carthens, Naomi C., Office of Operations, Foreign Affairs Information Management Division
Castro, Irma, Office of Operations, Supply and Transportation Division
Chapman, Katherine D., Bureau of Personnel, Office of Management
Clark, Gwendolyn O., Bureau of Personnel, Office of Management
Cobb, Clifford Melvin, Office of the Comptroller, Finance Office
Cohen, Leslie, Inter-American Affairs
Coleman, Betty L., Bureau of Personnel, Office of Management
Coles, Candace Lauran, Office of Operations, Supply and Transportation Division
Coles, Kevin Lamont, Office of Operations, Facilities Management and Administrative Services
Collins, Thomas S., Near Eastern and South Asian Affairs
Contreras, Anthony Andre, Passport Office, New York
Cook Jr., Leicester W., Intelligence and Research
Coontz, Constance Patricia, Overseas Citizens Services
Cram, Margit, Foreign Service Institute
Cwik, Cynthia H., East Asian and Pacific Affairs
Dal Santo, Mary, Bureau of Administration
David, Ball, Consular Affairs, Visa Office
Davis, Ivory Cynthia, Consular Affairs
Day, Lois M., Classification/Declassification Center
De-Rivas, Juan Rafael, Foreign Service Institute
Deason, Joan L., Family Liaison Office
Desmarias, Denise M., African Affairs
Di Carlo, Dominick L., International Narcotics Matters
Dincmen, Gulben, Foreign Service Institute
Dirndorfer, Theresa K., Office of Operations, Supply and Transportation Division
Drury, Brian Christopher, Passport Office, Records Branch
Dukes, Renee Lavern, Passport Office, Stamford
Eagan, Catherine Margaret, Passport Office, Boston
Eid, Nasri A., Foreign Service Institute
Ellis, Charles F., Office of the Secretary, Executive Secretariat
Espana, Anna L., Bureau of Personnel, Office of Management
Ferrell, Ava Mariea, Office of Operations, Facilities Management and Administrative Services
Fisher, Angela Irene, Passport Office, Washington

Fleming, Edith Michele, Office of the Comptroller, Finance Office
Forgione, Mary Anne, Office of the Comptroller, Office of Budget and Planning
Fox, James W., Office of Under Secretary for Economic Affairs
Gallagher, Lillian Maria, Passport Office, Miami
Garcia, Caron L., Bureau of Personnel, Office of Management
Garcia, Elizabeth, Passport Office, New York
George, Lorraine E., Consular Affairs
Gerstung, Warren C., Passport Office, Los Angeles
Gibson, Michelle, Office of Medical Services
Glenn, Tywander Marie, East Asian and Pacific Affairs
Gold, Ricki A., Near Eastern and South Asian Affairs
Golden, Nancy L., Office of the Secretary, Executive Secretariat
Goode, Ina S., Foreign Service Institute
Goodman, Daniel J., Office of Communications, Programs and Engineering Division
Goodwin, Lisa Jeanne, Office of Security
Grant, Rita M., Bureau of Personnel, Office of Management
Green, Gregory Allan, Office of the Comptroller, Finance Office
Guanio, Evangelina D., Foreign Service Institute
Haendel, Dan, Office of the Counselor
Hairston, Michelle Candia, Office of the Comptroller, Finance Office
Hall, Wilma G., Office of the Counselor
Hammond, Francis T., Bureau of Personnel, Office of Management
Hammonds, Dorothy H., Inter-American Affairs
Hargrove, Gerry L., Bureau of Personnel, Office of Management
Harris, Ann Coreen, Inter-American Affairs
Harrison, Janet Lee, Foreign Service Institute
Hawkins, Gwendolyn, Bureau of Personnel, Office of Management
Hayden, Donald L., Bureau of Personnel, Office of Management
Hoffman, Christina, Foreign Service Institute
Hoffman, Patricia Grace, Office of Operations, Supply and Transportation Division
Holly, Cynthia Nadine, Office of the Secretary, Executive Secretariat
Hopson, Reginald E., Bureau of Personnel, Office of Management
Hosono, Erwin, Bureau of Personnel, Office of Management
Howe, Paul Brooks, Passport Office, Records Branch
Hughes, Iantha Rose, Passport Office, Washington
Hull, Ellen M., Near Eastern and South Pacific Affairs
Hurst, Elmer F., East Asian and Pacific Affairs
James, Renee, Office of the Comptroller, Finance Office
Jarquin, Cristina S., Foreign Service Institute
Javits, Jacob K., Office of the Secretary
Johnson, Jean, Classification/Declassification Center
Johnson, Kim Aurelia, Visa Office
Johnson, Paulette Valerie, Office of Operations, Facilities Management and Administrative Services
Johnson, Phyllis Elaine, Office of Operations, Foreign Affairs Information Management Division
Jue, Patricia Kay, Visa Office
Kazyak, Adina Elizabeth, Consular Affairs, Visa Office
King, Petrain Marie, Passport Office, Los Angeles
Kneeper, Christopher S., Information Systems Office, Systems Design and Programming Division
Knolton, Elliott Conrad, Consular Affairs
Kohan, Georgetta H., Office of Medical Services, Mental Health, Alcohol and Drug Abuse
Kuzmich, Paula, International Organization Affairs
Lanyi, Helma, Foreign Service Institute
Leathem, Paul, Office of the Secretary, Executive Secretariat
Lee, Darlene C., Diplomatic Pouch and Courier Operations Division
Lee, Ivy Elizabeth, Office of Operations, Foreign Affairs Information Management Division
Lefever, Ernest W., Office of the Secretary
Lewis, Vinita E., European Affairs
Lindstrom, Cynthia L., Bureau of Personnel, Office of Management
Lofty, Tamiko Eunice, Passport Office, Evaluations and Standards Division
Long, Karen Faye, Office of Operations, Foreign Affairs Information Management Division
Lourdes, Lora, Office of Operations, Supply and Transportation Division
Lucas, Rhett R., Office of Medical Services
Luft, Rolf D., Office of the Secretary, Policy Planning Staff
Lustick, Ian Steven, Intelligence and Research
Lyles, Aurelia, Passport Office, New York
Lyte, Diana S., Congressional Relations
Mackell, Christine X., Bureau of Personnel, Office of Management
Malone, James L., Oceans and International Environmental and Scientific Affairs
Maloy, Elene Uverl, Passport Office, Houston
Manning, Linda M., Foreign Service Institute, Administrative Services
Mara, Edwyn Z., Office of the Comptroller, Finance Office
Marion Jr., John L., Office of the Under Secretary for Management
Marshak, Robert S., Inter-American Affairs
Martinez, Sylvie Lynn, Office of Operations, Supply and Transportation Division
Mazaroff, Jay Warren, Office of Operations, Supply and Transportation Division
McCullough, Earl Timothy, Classification/Declassification Center
McDaniel, Sharon Jennette, Passport Office, Miami
McGowan, Janice M., Office of the Secretary, Executive Secretariat
McHale, Stephen Arch, Office of Communications, Communications Programs and Engineering Division
McCabe, Loch Owen, Office of the Comptroller, Finance Office
McFadden, Marvin Lee, Office of Operations, Foreign Affairs Information Management Division
Memoli, Josephine Maria, Passport Office, Stamford
Mendelson, Keith Joel, Refugee Programs
Mevorah, Joseph, Office of the Secretary, Executive Secretariat
Middendorf II, J. William, U.S. Mission to the Organization of American States
Miller, Carla Jeanne, Passport Office, Chicago
Misey, Johanna L., International Organization Affairs
Monroe, Ronald L., Bureau of Personnel, Office of Management
Moore, Wanda T., Near Eastern and South Asian Affairs
Mori, Elizabeth J., Office of the Secretary, Executive Secretariat
Mori, Elizdominick L., International Narcotics Matters
Morrissey, John Francis, Visa Office
Moss, Donna M., African Affairs
Munoz, Silvia, Foreign Service Institute
Murdock, Catherine C., Office of Protocol
Myers, Robin L., Bureau of Personnel, Office of Management
Nance, Deborah A., Bureau of Personnel, Office of Management
Nelson, Marketta M., Office of the Comptroller, Finance Office
O'Bery, Linda Louise, Office of Operations, Foreign Affairs Information Management Division
Odom, Keisha Trinette, Passport Office, Los Angeles
Okerson, Gerald G., Diplomatic Pouch and Courier Operations Division
Paradise, Michele M., Foreign Service Institute
Parker, Steve Earl, Passport Office, Records Branch
Peake, Alyssa A., Bureau of Personnel, Office of Management
Pillsbury, Carol Jane, Bureau of Administration
Pirages, Dennis Clark, Foreign Service Institute
Prindeville, Dorita, Foreign Service Institute
Rabayda, Michelle R., Bureau of Personnel, Office of Management
Ramos, Alejandrina, Passport Office, Philadelphia
Randolph, Raymond Sean, Office of the

Secretary, Policy Planning Staff

Randolph, Sharon W., Bureau of Personnel, Office of Management
Reynolds, Sandy, International Organization Affairs
Richardson, Michael, Passport Office, Chicago
Richey, Susan A., Politico-Military Affairs
Ridout, Lisa Ann, Bureau of Personnel, Office of Management
Rizvi, Shahzad A., Foreign Service Institute
Roesser, Mary F., Economic and Business Affairs
Roth, Robin, Inter-American Affairs
Rudinsky, Helen Ann, Office of Operations, Supply and Transportation Division
Ruffin, Anthony K., International Organization Affairs
Sakaue, Marlene J., East Asian and Pacific Affairs
Sapp, Brenda Lynn, Office of Information Systems
Savage, Steven D., Bureau of Personnel, Office of Management
Schiffman, Carla J., Near Eastern and South Pacific Affairs
Schmidt, Katherine G., International Narcotics Matters
Schmitt, Amy Lynne, Office of Citizens Consular Services, Citizens Emergency Center
Schmutter, Benjamin Paul, Office of Operations, Supply and Transportation Division
Schwager, John M., Oceans and International Environmental and Scientific Affairs
Scott, Cristy Lee, Office of Operations, Foreign Affairs Information Management Division
Scott, Judith Joan, Bureau of Administration, Personnel Management Division
Scribner, Richard Allen, Office of the Under Secretary for Security Assistance, Science and Technology
Segars, Elizabeth N., Family Liaison Office
Shankle, Susan C., Office of the Secretary, Executive Secretariat
Sheerin, Daniel Patrick, Inter-American Affairs
Shepherd, Linda Tara, Office of the Comptroller, Finance Office
Sherry, Anne-Marie, Office of the Secretary, Executive Secretariat
Shorter, Anthony A., Bureau of Personnel, Office of Management
Simmons, Katherine, Bureau of Personnel, Office of Management
Simmons, Phronie L., East Asian and Pacific Affairs
Simms, Gene J., Information Systems Office, Systems Design and Programming Division
Slavin, Andrea Beth, European Affairs
Smith, Devi Renee, Passport Office, Miami
Snow, Kathleen E., Bureau of Personnel, Office of Management
Sober, Sidney, Classification/Declassification Center
Stone, Benita R., Office of Medical Services
Strockbine, Jane P., Information Systems Office, Systems Design and Programming Division
Swann, Felecia W., Diplomatic Pouch and Courier Operations Division
Tatum, Tollynne D., Diplomatic Pouch and Courier Operations Division
Taylor, Mark Blair, Office of the Comptroller, Finance Office
Taylor, Robert, Bureau of Personnel, Office of Management
Tchertkoff, Nicolai, Foreign Service Institute
Tedeschni, Nicholas R., Inter-American Affairs
Thomas, Jon Roger, Office of the Secretary, Policy Planning Staff
Thompson, Kristin D., Bureau of Personnel, Office of Management
Thomson, Barbara Fagan, Classification/Declassification Center
Tiger, Donald, Passport Office, San Francisco
Toalloa, Olive, Passport Office, San Francisco
Toomey, Colleen Ann, Office of Operations, Facilities Management and Administrative Services
Trejo, Laura I., Bureau of Personnel, Office of Management
Tyson, Richelle Maria, Consular Affairs
Underwood, Nicola R., Foreign Service Institute, Administrative Services
Vanden Dolder, Teresa A., Bureau of Personnel, Office of Management
Villegas, Iris Yolanda, Passport Office, New York
Watkins, Reginald C., Bureau of Personnel, Office of Management
Weinstock, Michael A., Passport Office, Boston
Werlang, Marisa, Foreign Service Institute
Weslar, Linda J., Office of the Secretary
Wheeler, Richard W., Office of the Ambassador-at-Large
White, David M., Bureau of Personnel, Office of Management
Winston, Herbert, Diplomatic Pouch and Courier Operations Division
Wright, Jr., Harry S., Bureau of Personnel, Office of Management
Zischke, Douglas Arthur, Classification/Declassification Center

Reassignments

Brown, Martha F., Economic and Business Affairs to Office of Overseas Schools
Erby-Wilson, Barbara Jean, Consular Affairs to Office of Inter-African Affairs
Johnson, Michael L., Office of Operations, Foreign Affairs Information Management Division to Office of Executive Secretariat
Kozak, Michael G., Inter-American Affairs, Assistant Legal Adviser to Near Eastern and South Asian Affairs, Assistant Legal Adviser
Lotz, Sharon Ruth, Bureau of Personnel, Recruitment to Office of Operations, Foreign Affairs Information Management Division
Lozovina, Jo Ann, Administrative and Clerical Pool to Near Eastern and South Asian Affairs
McDonald, Janet M., Office of Under Secretary for Security Assistance to Office of the Secretary, Executive Secretariat
Mcllwain, Theresann, Administrative and Clerical Pool to Building, Design and Construction Division
Mullaney, Shawn T., Administrative and Clerical Pool to European Affairs
Nichols, Lorie Ann, Passport Office, Washington to Visa Office
Pratt, Davida C., Congressional Relations to Office of the Secretary, Executive Secretariat
Salter, Bonnie J., Administrative and Clerical Pool to European Affairs
Tillman, Marsha J., Politico-Military Affairs to European Affairs
Williamson, Feaster F., Office of the Secretary to Office of the Secretary, Information Management Section

Resignations

Ahern, Maureen E., Office of Operations, Foreign Affairs Information Management Division
Alston, Deena M., Office of Operations, Foreign Affairs Information Management Division
Armstrong, Regina A., Near Eastern and South Asian Affairs
Arnold, Terry L., Civil Service Career Development and Assignments
Batts, Anita R., Office of the Comptroller, Finance Office
Ben-Yishai, Liora, Foreign Service Institute
Bernhard, Beri, Office of the Secretary
Carter, Dora L., Congressional Relations
Cavanaugh, Marie P., Office of Protocol
Farooqi, Farzana, Foreign Service Institute
Gill, Mildred B., Passport Office, Correspondence Branch
Goodson, Joann P., Passport Office, New York
Gray, Pamela J., Office of Security, Foreign Operations
Hansen, Roger D., Office of the Secretary, Policy Planning Staff
Horbal, Koryne Kaneski, U.S. Mission to the United Nations
Jones, Otis L., Administrative and Clerical Pool
Keller, Jonathan Francis, Intelligence and Research
Krizek, Eugene L., Congressional Relations
Leipziger, Danny M., Economic and Business Affairs, Planning and Economic Analysis Staff

Lewis, John F., Passport Office, Houston
Mason, Keila P., Passport Office, Detroit
Norland, Patricia Bammam, Visa Office
Oravec, Elizabeth L., Passport Office, Detroit
Oshea, Marie F., Bureau of Personnel, Office of Management, Records Division
Rahmani, Shelly L., Near Eastern and South Asian Affairs, Arabian Peninsula Affairs
Settle, Tyra Lee, Office of Operations, Supply and Transportation Division
Swing, John Temple, Office of the Deputy Secretary, Law of the Sea
Tanguay, Janet Margaret, Information Systems Office, Systems Design and Programming Division
Viola, Thomas Robert, U.S. Mission to the United Nations
White, Adrienne I., Passport Office, Miami
Whitfield, Mary E., Passport Office, Los Angeles
Wilson, Peter Arnold, Office of the Secretary, Policy Planning Staff

Retirements

Andrews, Christine R., Communications Center
Wood, Dennis H., Office of the Secretary, Policy Planning Staff
Brannock, Leroy A., Diplomatic Pouch and Courier Operations Division
Lewis, Chester, Diplomatic Pouch and Courier Operations Division
McGee, Gale W., U.S. Mission to the Organization of American States
Winnett Jr., George, Congressional Relations ☐

Text is available

Regulations on the health benefits coverage of certain survivor annuitants under the Federal Employees Health Benefits Program have been issued by the U.S. Office of Personnel Management. The complete text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving coowner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

FOREIGN SERVICE INSTITUTE—Director *Paul H. Boeker*, left, presents awards to, from left: *Aristide Pereira, Zehra Mukrime Onursal, June Callahan, Madeline Smith, Vincent Arbelaez, Victor Litwinski.*

Personnel: Foreign Service

BOGOTA, Colombia—The Community Players present Woody Allen's comedy, "Don't Drink the Water." From left: *Reynold Riemer*, economic counselor; *Martin Gold*, deputy Peace Corps director; Ambassador *Thomas D. Boyatt;* Mrs. *Bettie Crigler*, wife of deputy chief of mission *T. Frank Crigler*.

New appointments

Aaron, Roberta G., Madrid
Bloom, Marcia S., Junior Officer Corps
Boyer, Kay M. S., Tegucigalpa
Brockman, Nancy, Mexico
Brown, Margaret A., Ottawa
Budeit, Gerard P., Monterrey
Burkette, Robert D., Equal Employment Recruitment Complement
Burns, Arthur Frank, Bonn
Burton, Dawson, Mexico
Cassman, Joel F., Junior Officer Corps
Collins, Frank, Junior Officer Corps
Delisi, Scott H., Junior Officer Corps
Derse, Anne E., Junior Officer Corps
Eddins, Keith A., Junior Officer Corps
Evans, Isabel C., Mexico
Furman, Bradley, Port-au-Prince
Goldberg, Mina S., Tel Aviv
Greenwald, Liliana M., Mexico
Gresham, Linda L., Junior Officer Corps
Hachey, Shirley P., Damascus
Harms, Terry, Office of Communications, Communications Programs and Engineering Division
Hill, Leonard A., Junior Officer Corps
Hodges, Deborah Lynne, Nassau
Hofmann, Darcy E. F., Junior Officer Corps
Horning, Raymond W., Office of Communications, Communications Programs and Engineering Division, Telephone Program
Howard Jr., Clyde I., Junior Officer Corps
Hughes, Janice P., Asuncion
Jaworski, Jo Ann, Montreal
Jenks, Darrell A., Junior Officer Corps
Johnson, Lisa K., Caracas
Jones, John M., Equal Employment Recruitment Complement
Kaplan, Frederick J., Junior Officer Corps
Kolankiewicz, Anthony W., Junior Officer Corps
Kristianson, Phyllis J., San Paulo
Levine, Henry A., Junior Officer Corps
Likins, Rose M., Junior Officer Corps
Lovell, Margaret, Jakarta
Magnor, James B., Seoul
Mann, Janean L., Equal Employment Recruitment Complement
Mathieu, Erick, Port O Spain
McMahon, Edward R., Junior Officer Corps
Morris, Scott Richard, Kingston
Mulloy, Henry E., Mexico
Murdoch, Leila, Mexico
Northern, Marc E., Junior Officer Corps
Onate, Andres D., Equal Employment Recruitment Complement
Ortega, Eva P., Tegucigalpa
Palmer, Ronald D., Kuala Lumpur
Perez, Elena L., Santo Domingo
Presgrove, Barbara Anne, Junior Officer Corps
Price II, Charles H., Brussels
Prochniak, Eugene John, Office of Inspector General
Pryce, Kathy E., Mexico
Rabb, Maxwell M., Rome
Reich, Thomas G., Junior Officer Corps
Rhoades, Jane L., La Paz
Rodgers, Richard P., Junior Officer Corps
Samuel, Jeanne L., Equal Employment Recruitment Complement
Sand, Barbara M., Junior Officer Corps
Smith, Jay T., Junior Officer Corps
Soucy, Marie White, Caracas
Stephens, Shelley V., Toronto
Stewart, David C., Junior Officer Corps
Stock, Catherine L., Santiago
Surena, Jean R., Junior Officer Corps
Sutton, Elizabeth Frances, African Affairs
Taconi, Cynthia E., Caracas
Toirac, Renee L., Junior Officer Corps
Torres, Isela G., Bogota
Troxel, Alan D., Junior Officer Corps
Warren, Bruce, Office of Communications, Communications Programs and Engineering Division
Williams, Amelia L., Ottawa
Wilson, Robert D., Junior Officer Corps

Transfers

Adkins, James L., Georgetown to La Paz
Ahern Jr., Thomas L., Tehran to Near Eastern and South Asian Affairs
Alford, Edward M., Manama to Dacca
Alphin, Earl D., Hong Kong to Manila
Alvarez, Alvesa, Barcelona to European Affairs

Angulo, Charles Bonin, Bureau of Personnel, Office of Management to Santo Domingo

Angulo, Lois Gochnauer, Foreign Service Institute to Santo Domingo

Arieta, Teresa C., Inter-American Affairs to Paramaribo

Armfield, Eva A., Dakar to Rome

Audroue, Kenneth R., Near Eastern and South Pacific Affairs to Sanaa

Awantang, Mary E., Office of Medical Services to Monrovia

Ayer Jr., Everett D., Budapest to European Affairs

Baker, John H., Manila to Foreign Service Institute

Barnes, Clair C., Tehran to Office of Communications

Bartholomew, Carl J., Office of Communications to Bogota

Becker, J. Peter, Commerce Department to Panama

Beckett, George S., Office of Security to Sofia

Beckwith, Barbara Anne, Paris, Organization for Economic Cooperation and Development to West African Affairs

Benedicto, Lincoln V., Panama to Amman

Benenson, John R., Athens to Office of Communications

Benigsen, Nicholas G., European Affairs to Lisbon

Bergin, Robert C., East Asian and Pacific Affairs to Jakarta

Betts Jr., Luceious, Office of Communications to Lagos

Beyer, Joel H., Montevideo to Asuncion

Bleske, August J., Diplomatic Pouch and Courier, Operations Division to Kinshasa

Boggs Jr., Robert K., Kinshasa to Central African Affairs

Bolinski, Joseph J., Tokyo to Abidjan

Borter, David P., Karachi to Office of Communications, Programs and Engineering Division

Bouchard, Donald J., Madrid to Inter-American Affairs

Bradshaw, Alvin R., Office of Communications to Nairobi

Brania, Patricia A., Quito to San Salvador

Breisky, Arthur E., Stockholm to European Affairs

Broman, Barry M., European Affairs to Paris

Brooks, William E., Junior Officer Corps to Toronto

Brown, Roger L., Monrovia to Office of Security

Bucher, Larry, Communications Center to Tegucigalpa

Burgener, Lynn W., Office of the Inspector General to Ottawa

Burk, William C., European Affairs to Vienna

Calder, Richard D., Damascus to Near Eastern and South Asian Affairs

Caldwell, Dick O., Rio de Janiero to Monrovia

Canney, Paul F., Intergovernmental Assignment to Bureau of Personnel

Carolan Jr., Thomas J., Foreign Service Institute to Cairo

Carr, Dolores Ann, Bureau of Personnel to Dakar

Carter, Dennis F., Kuwait to Lima

Cash, Steven J., East Asian and Pacific Affairs to Singapore

Casteel, Donald D., Passport Office, Philadelphia to Guayaquil

Castelli, Jeffrey W., Near Eastern and South Asian Affairs to Islamabad

Chidester, Judith Ann, Kigali to African Affairs

Chocley, Richard G., Office of Communications, Programs and Engineering Division to Asuncion

Clark Jr., William, Japanese Affairs to Tokyo

Clarke, Paul F., Bujumbura to Rangoon

Clevinger, Karen M., European Affairs to Athens

Clevinger, Lowell, Office of Communications to Athens

Cloninger, Jack M., Quito to Monrovia

Cloud Jr., John Albert, Mexico to Intelligence and Research, Current Intelligence Staff

Clover III, John F., Nouakchott to Niamey

Cogdell, David H., Office of Communications to Athens

Cokenias, Diane, East Asian and Pacific Affairs to Rangoon

Coon Jr., Carleton S., Near Eastern and South Asian Affairs to Kathmandu

Corlew, Rufus W., Canberra to Dublin

Crowley, Shirley J., Nassau to Paramaribo

Currie, Mary L., New Delhi to Brasilia

Curry, Harriet, Vienna to Bureau of Personnel, Office of the Director General

Curtain, Lynn Wilson, Bogota to San Jose

Curtain, Marlene L., Colombia to San Jose

Dahl, Frieda S., Paris to Foreign Service Career Development and Assignments

Daris, Lois Ann, Manila to Office of the Comptroller, Finance Office

Daugherty, William J., Tehran to Near Eastern and South Asian Affairs

Daymude, James T., Oslo to Office of Communications

Deal, Timothy E., National Security Council to London

Dekeyser, James L., Abidjan to Beijing

Dempsey, George Timothy, Foreign Service Institute to U.S. Mission to Geneva

Deremer, Herbert, Kathmandu to Dacca

Deremer, Kathryn A., Kathmandu to Dacca

Desroches, John D., Office of Communications to Riyadh

Dial, Gladys I., San Salvador to Wellington

Dibble, Richard A., Office of Communications to New Delhi

Dittmer, Clark M., Brussels to Office of Security

Dizikes, Dean, Kuala Lumpur to Office of Management Operations

Doleman, Lewis S., Office of Communications to Bangkok

Dols, Richard J., Wellington to Office of the Inspector General

Donovan, Ann C., Bangui to Djibouti

Doty, Quetzal, Office of Operations, Supply and Transportation Division to Berlin

Drost, Richard J., Nairobi to Montevideo

Dunn, Bertram F., Near Eastern and South Asian Affairs to New Delhi

Eidenberg, Harvey A., Manila to Abu Dhabi

Elnik, M. Michael, Economic and Business Affairs to Lagos

Eissler Jr., Victor C., African Affairs to Accra

Elderbaum, William K., Office of Security to San Salvador

Elliott, Elizabeth J., Sinai Field Mission to European Affairs

Elliott, Margaret B., La Paz to Office of the Secretary, Operations Center

Ellison, Ollie B., Bangkok to Bangui

Emling, Richard W., Bangkok to Office of Communications

Engle, Paul L., Nairobi to London

Ettinger, Glenn E., East Asian and Pacific Affairs to Jakarta

Farcau, Bruce W., La Paz to Quito

Feeley, Mary T., Bonn to Beijing

Fernald, James M., Kuwait to Near Eastern and South Asian Affairs

Fiers, Alan D., Near Eastern and South Asian Affairs to Jidda

Florence, Jane A., Colombo to Moscow

Flynn, Peter S., Nouakchott to African Affairs

Fogarty, John Francis, Soviet Affairs to Garmisch

Foster, Edna C., African Affairs to Dakar

Frankfather, Betty Ann, Colombia to Lima

French, William J., Lima to Office of Communications

Geiner, Michael, East Asian and Pacific Affairs to Vienna

George, Robert C., Praia to Bonn

Gifford, Douglas A., Office of Communications to Mogadishu

Glassman, Jon D., Mexico to Office of the Secretary, Policy Planning Staff

Gore, George W., Office of Communications to Manila

Gowing, Alan V., London to Monrovia

Grainek, Maurice N., East Asian and Pacific Affairs to Singapore

Greenfield, Lafayette M., Beirut to Office of Communications

Gregory, Joan E., Wellington to Suva

Hacker, Paul, Language school to Nicosia

Hammitt, Burdette Robert, Moscow to Frankfurt

Hardy, Molly H., Inter-American Affairs to Rio de Janeiro

Harrison, Roger G., European Affairs to London

Hart, Howard P., Near Eastern and South Asian Affairs to Islamabad

Hatala, Stella G., Khartoum to Beijing

Hatcher, Theresa, Accra to Paris, Organization of Economic Cooperation and Development

Hauser, Timothy P., Kinshasa to Economic and Business Affairs, Office of Monetary Affairs
Hayes, Patrick R., Foreign Service Institute to Colombo
Held, Edward Bruce, European Affairs to Paris
Henderson, Jennifer, Rio de Janeiro to Georgetown
Hester, Donald Vance, Bureau of Personnel to Kigali
High, M. Nancy, London to Panama
Hill III, William H., Soviet Affairs to Moscow
Hilts, Joseph A., Port-au-Prince to Abidjan
Hobbs, David L., Osaka-Kobe to Foreign Service Institute
Hogard, Stephen B., Nairobi to Antananarivo
Hohman, Ernest O., Frankfurt to Office of Communications
Holeva, Francis J., Bureau of Personnel to Brasilia
Holton, David C., Office of Marine Science and Technology Affairs to Toronto
Howland, Sue A., African Affairs to Dar-es-Salaam
Hutchison, James P., Office of Communications to La Paz
Infante, Salvador, Office of Communications to Lima
Ivanchukov, Naran Sansha, Rome to Kathmandu
Jabbour, Pierre H., Luxembourg to European Affairs
James, Doris Ann, Bolivia to Buenos Aires
Jarrett, Larry G., African Affairs to Bujumbura
Jenkins, Joseph S., Ouagadougou to Salisbury
Johnson, Robert D., Eastern European Affairs to Bonn
Johnston, Loretta B., Athens to Tel Aviv
Jones, Patricia Ann, Tokyo to Prague
Kane, Shirley A., Lisbon to Ottawa
Kell, Charles F., Visa Office to Genoa
Keith, James R., Junior Officer Corps to Jakarta
King, Marguerite Cooper, Politico-Military Affairs to Vienna
Kohl Jr., Victor P., African Affairs to Conakry
Kopp, William G., European Affairs to Vienna
Kott, Robert J., Yaounde to Lilongwe
Kowaleski, Frederick J., Office of Communications to Monrovia
Kushlis, William J., Foreign Service Institute to Athens
Lambert, Larry R., Monrovia to Munich
Lambert, Lynne Foldessy, Foreign Service Career Development and Assignments to Organization for Economic Cooperation and Development, Paris
Lampkins, Kenneth J., Monrovia to Bangkok
Lanzing, Michael, European Affairs to Helsinki
Large, Ronald K., Diplomatic Pouch and Courier Operations Division to Bangkok
Lawrence, Michael C., Bamako to Paris
Lees, Edward G., New Delhi to Office of Communications
Leiker, Martha E., African Affairs to Bamako
Leonard, James R., Manila to Office of Communications, Programs and Engineering Division
Liddy, Martin J., Office of Communications to Rio de Janeiro
Lipiec, Sharon Ann, Bangkok to Diplomatic Pouch and Courier Operations Division

SUVA—The embassy's women's team has won the "Best Dressed Team" award in the Fiji Businesshouse Basketball League. From left: ***Alice Kiss, Mary Prasad, Annie Hoong, Ateca Williams,*** **coach** ***Robert Graninger, Tania Lendrum, Caroline Chang, Joan Samuels.***

Lyle, John P., International Narcotics Matters to Bonn

Maloy, Kevin, European Affairs to Bonn

Malpeli, Joseph A., Near Eastern and South Asian Affairs to Bonn

Mariani, Rafael, New Delhi to Near Eastern and South Asian Affairs

Mariano, Nicholas G., New Delhi to Office of Security, Domestic Operations

Martin, Susan Ann, Lima to Inter-American Affairs

Maxim, Robert M., Lilongwe to Ottawa

Mayer Jr., Vincent, Egyptian Affairs to Quito

Mayfield, Katherine A., Brasilia to Colombo

Mays, Randall A., Office of Communications to Athens

McGreevy, Michael J., Copenhagen to Office of Communications

McCann, Richard James, Office of Communications to Rabat

McDevitt, Peter C., Junior Officer Corps to New Delhi

McGilvray, James J., Office of Communications to Manila

McMahon, Thomas M., East Asian and Pacific Affairs to Rangoon

McWilliams, James W., Pretoria to African Affairs

Miller, Dorothy J., Foreign Service Career Development and Assignments to Manila

Miller, John Holmes, Tokyo to East Asian and Pacific Affairs

Miller, Paul T., Office of Operations, Supply and Transportation Division to Manila

Minor, James J., Office of Communications to Manila

Mohanco, John, Mexico to Intelligence and Research, Current Intelligence Staff

Montgomery, Joseph T., Office of Communications to Manila

Morefield, Richard H., Tehran to Bureau of Personnel

Morris, Margaret T., Bangkok to East Asian and Pacific Affairs

Morris, Robert E., Foreign Service Institute to Mexico

Mounaimne, Roberta N., Junior Officer Corps to Jakarta

Moyer, Jacqueline R., Rangoon to London

Moyer, Larry D., Rangoon to London

Murchison, Marilyn Ann, Inter-American Affairs to Lima

Murchison, Stephen D., Inter-American Affairs to Lima

TOKYO—At opening of new Marine Guard quarters are, from left: foreign buildings director *William L. Slayton*, administrative counselor *Frank M. Fulgham*, construction company executive *Tadanao Murakami*, Master Sgt. *Robert N. Chapman*. In background, over Mr. Fulgham's left shoulder, is building project manager *Joseph P. Daly*.

Murray, James J., Jidda to Thessaloniki

Musch, Donald J., Foreign Service Institute to Munich

Nagy, Ernest A., Bonn to Berlin

Nathanson, Alan M., Office of Security, New York Field Office to Bangkok

Nickerson, David, Inter-American Affairs to Lima

Nolan, Stephen James, Berlin to Jerusalem

Norland, Donald R., Ndjamena to African Affairs

Norris Jr., Chester E., Saudi Arabia to Near Eastern and South Asian Affairs

Nugent, Allen E., Asuncion to Guangzhou

O'Toole, Michael J., Office of Communications to Manila

O'Toole, Patricia P., East Asian and Pacific Affairs to Manila

Ogden, Jerome C., Chinese Affairs to Guangzhou

Oliver, Jerry C., Doha to Conakry

Panitt, Jeffrey, African Affairs to Monrovia

Parker, Bonnie Ann, Cairo to Singapore

Peltier, Alec M., London to Overseas Citizens Services

Pendergrass, Dewey R., Office of the Secretary, Operations Center to Bangkok

Person, Artis E., London to Tegucigalpa

Peterson Jr., David A., Kampala to Port Louis

Pettit, James D., Junior Officer Corps to Guadalajara

Pierce, Roger Dwayne, Santiago to Calcutta

Pletcher, Marilyn J., Tokyo to Nairobi

Pope II, Laurence E., Office of UN Political Affairs to Tunis

Pope, William Pinckney, Belgrade to Near Eastern and South Asian Affairs

Popivchak, Nicholas, European Affairs to Moscow

Povenmire, Marilyn Ross, Sao Paulo to Foreign Service Career Development and Assignments

Powell II, Keith, Hong Kong to Chinese Affairs

Pozarycki, Thomas V., Vienna to European Affairs

Precht, Henry, Near Eastern and South Asian Affairs to Cairo

Pudschun, Jerrilynn, Near Eastern and South Asian Affairs to Kuala Lumpur

Queen, Richard I., Intelligence and Research, Office of Analysis for South Asia to London

Redmond Jr., Paul J., Athens to Nicosia

Reed, Rickey J. C., Communications Center to Colombo

Reneski Jr., Bernard J., African Affairs to Abidjan

Reside, Julie M., Amman to Naha

Rich, Fred J., Office of Communications to Monrovia

Riley, Albert D., Lima to Office of Com-

Transfer Tremors .... *by ebp*

I was almost transferred to MALAWI, but it was such a LILONGWE from home.

I was almost transferred to MADRID, but I wanted a post where I could have a SPA IN my back yard.

I was almost transferred to MEXICO but, as my last ER said that I was a coMER, I DAred ask for something else.

munications
Ringer, Melvin E., Office of Communications to U.S. Mission to Geneva
Rizzo, Anthony M., Office of Medical Services to Kinshasa
Roberson Jr., Clifton, Inter-American Affairs to Panama
Rodgers, R. Ross, Kuala Lumpur to Guangzhou
Roeder, Phyllis R., Jakarta to Bucharest
Rollins, Millard James, Ouagadougou to African Affairs
Roman, Mary Pauley, African Affairs to Accra
Runner Jr., Benjamin C., Office of Security, Technical Services to Nairobi
Russell, Louis P., Passport Office, New Orleans to Nassau
Ryan, Lola May, Organization for Economic Cooperation and Development, Paris to Abidjan
Sakamoto, Sunao, Seoul to Port-of-Spain
Sanchez, Fernando, Ciudad Juarez to Jidda
Sandate, Celio Francisco, Foreign Service Institute to Paris
Sargent, Gilbert T., Office of Communications to Athens
Saturni, Fabio M., Junior Officer Corps to Seoul
Schadler, John A., Dacca to Moscow
Schlamm, Paul I., European Affairs to London
Schroeder, William F., Helsinki to Lima
Scordo, Jennie, Office of the Comptroller, Finance Office to Jakarta
Scott Jr., Kenneth M., Foreign Service Institute to Colombo
Scott-Fituwi, Rose, Panama to Inter-American Affairs
Scott, John F., Israel and Arab-Israeli Affairs to Tel Aviv
Seidner, Francis J., European Affairs to Bonn
Seligmann, Albert L., Intergovernmental assignment to Bureau of Personnel
Seroor, Jeanette, European Affairs to Bangkok
Shuman, A. Dell, Port Louis to Foreign Service Career Development and Assignments
Shumway, Jeddy K., Athens to Rangoon
Silva, Walter John, Foreign Service Career Development and Assignments to Naples
Simcoe, Mary L., African Affairs to Kaduna
Sipprelle, Dudley G., Intergovernmental assignment to Santo Domingo
Smith, Stephen T., Manama to Near Eastern and South Asian Affairs
Sofko, Walter W., New Delhi to Athens
Solomon, George J., Lilongwe to Dacca
Somerville, Kathleen, Monrovia to Paris
Spinney, Norman J., Office of Communications to Cotonou
Spruce, William E., London to Singapore
Stein, Jacalyn M., Jakarta to Office of Security, Technical Services
Struble, James Curtis, Foreign Service Institute to Moscow
Sulick, Michael J., East Asian and Pacific Affairs to Tokyo
Surena, Andre M., Berlin to Office of the Legal Adviser
Sveda, Russell J., Foreign Service Institute to Garmisch
Szymanski, Christopher J., Foreign Service Institute to Tel Aviv
Thompson, Joanne M., Karachi to Malabo
Tilney, William S., Johannesburg to Ciudad Juarez
Tooraen, Fru R., U.S. Mission to Geneva to Office of Communications
Trodden, Cindy Marie, Jakarta to Athens
Vago, Richard L., Office of Communications to Islamabad
Valerga, Stanislaus R. P., Port-au-Prince to Athens
Vogel, Lynn, Guangzhou to Beijing
Wade, Grace M., Addis Ababa to Beijing
Wade, William F., Bureau of European Affairs to Rome
Wagner, Kurt A., Foreign Service Institute to Vienna
Walter, Shirley M., Iranian Affairs to Reykjavik
Walters, Anthony J., San Salvador to Bogota
Ward Jr., Matthew P., Commerce Department to Luxembourg
Ward, David C., Office of Communications to Chiang Mai
Warner, Joseph Lacy, Dublin to San Jose
Webb, Connie Sue, Guatemala to Inter-American Affairs
Wells, Timothy E., African Affairs to Kampala
Wernery, John J., Office of Communications to Athens
White, Gail R., Inter-American Affairs to Panama
Wickham, Robert J., Athens to Monrovia
Wilkinson, Edward H., Guayaquil to Overseas Citizens Services
Williams, Lois Esther, Brazzaville to Office of the Secretary
Williams, Thomas Edward, Toronto to West African Affairs
Williamson, Molly, Amman to Near Eastern and South Asian Affairs
Wilson, Dawson S., Commerce Department to European Affairs
Wilson, Sally E., London to Muscat
Windeler, Diane D., Manila to East Asian and Pacific Affairs
Wolfson, David Thomas, Bucharest to European Affairs
Wolle, William D., Abu Dhabi to Defense Department
Yeutter, David M., Dacca to Brussels

Resignations

Albrecht, Julia A., Bureau of Personnel, Office of Management, Human Resources Management Division
Beall, Marilee, Bogota
Brown, Franklin R., Costa Rica
Button, Jack B., White House
Davis, Rebecca H., San Salvador
Duke, Angier Biddle, Rabat
Gise, Alan A., London
Green, Joyce F., La Paz
Hampton, Janet A., Caracas
Hill, Evelyn L., Passport Office, Boston
Kirby, Richard N., Canberra
Krack, Mary S., Sofia
Logsdon, Mildred Jean, Santo Domingo
Lopez, Irene L., Mexico
Marro, Robert John, Kuala Lumpur
Miller, Elizabeth Jane, Tegucigalpa
Osterman, W. Andrew, East Asian and Pacific Affairs, Economic Policy Office
Stull, Lee T., Bureau of Personnel, Board of Examiners for the Foreign Service
Taylor, Jon G., Ottawa
Walters, Paul T., Commerce Department
Whitehead, Carmen Mary, Mexico

Retirements

Barr, Brady G., European Affairs
Buchanan, Thompson R., Defense Department
Grusheski, James J., Refugee Programs
Hagen, Ronald E., Intelligence and Research
Kadera, Fred A., Diplomatic Pouch and Courier Operations Division
Steele, Bernard T., Intelligence and Research □

Foreign Service Nominations

The Senate confirmed the following nominations on July 29:

Appointment as FSO-1, consular officer and secretary:

Avis T. Bohlen

Reappointment as FSO-2, consular officer and secretary:

James Bruce Magnor

Appointment as FSO-2, consular officers and secretaries:

Anthony A. Dudley
Gabriel Guerra-Mondragon
Barbara S. Harvey
Susan Margaret Mowle
Enrique F. Pérez
Stanley Herman Robinson
G. Jean Soso

Appointment as FSO-3, consular officers and secretaries:

Judith F. Buncher
Jacklyn Cahill
Carol A. Colloton

Marilyn F. Jackson
Patricia Ann Lasbury
Brenda Brown Schoonover

Reappointment as FSO-4, consular officers and secretaries:

Leslie Ann Gerson
Mina Shayne Goldberg

Appointment as FSO-4, consular officers and secretaries:

Winston Lewis Amselem
Janet Stoddard Andres
Susanne E. Beecham
Stephen G. Brundage
Edward K. H. Dong
Thomas M. Givens
Douglas Barry Kent
Cornelis Mathias Keur
Alan L. Keyes
Frank G. Light Jr.
Bonnie J. Knoll
Christopher F. Lynch
Jack Richard McCreary
Thomas Hunter Ochiltree II
Dennis Edward Skocz
David Miner Sloan
William A. Stanton
Doris Kathleen Stephens

Members of the Foreign Service to be consular officers and secretaries:

Raymond Acosta
Aldrich H. Ames
Susan Read Anderson
Francisco A. Arias Jr.
Alexander A. Arvizu
Barbara Jan Martinez Baden
Edward M. Balint
John B. Bestic
Diane L. Blust
Peter William Bodde
R. Wayne Boyls
Arthur M. Brown
Sue Ann Burggraf
David S. Cariens
Thomas E. Carroll
Paul G. Churchill
Rex N. Clarke
William G. Corbett
Vincent Q. Crockett
Michael D'Andrea
Scott Davis
Douglas Blake Dearborn
John Dimsdale
Robert Richard Downes
Tyler Drumheller
Robert A. DuCote
David N. Edger
Stephen Anthony Edson
Sharon R. Fannin
Jack G. Ferraro
Christine L. Fisher
John M. Fitzgerald
Shaun F. Fitzpatrick
George A Flowers Jr.
Guido F. Gale
Richard A. Garver
Barbara L. Gentile
Barry R. Gibson
Wilson Fletcher Grabill III
Robert E. Griffin
Michael Grivsky
Jeffrey D. Hallett
Gerald Hamilton
George Han
Rennie Hardy
Richard S. Hayes
Llewellyn H. Hedgbeth
A. Daniel Hernandez
Judith A. Hoopes
Stedman D. Howard
Alan J. Hutchings
Charles Jones Jr.
Thomas E. Joseph
Rebecca A. Joyce
Delvin W. Junker
George P. Kaleyias
Nina L. Kane
Scott Frederic Kilner
Hellmuth L. Kirchschlager
Victor P. Kohl Jr.
Frederick L. Kupke
James N. Lawler
Richard David Levitt
Sandra F. Lucas
Stephen A. Lucas
Deborah R. Malac
Alex Lewis Mally
Stephen J. Mangis
Janice E. Mastoria
James Jason Matthews
Michael Joseph McCamman
Susan McCloud
Dundas C. McCullough
Patricia McGucklin
James Peter McIllwain
Thomas M. McMahon
John W. Mertz
Dionis F. Montrowl
Gary Montrowl
Richard F. Moreno
Gerald B. Mullikin
Winkle Williams Nemeth
H. Wesley Odom
Gordon R. Olson
William K. Owen
Margaret E. Parke
Stuart C. Parker
Charles Evans Peacock
Thomas D. Poole
Genevieve J. Pratt
Kathleen Mavorneen Reddy
John Reed
Harold Kirkby Ressler
Benjamin F. Rider
Montgomery L. Rogers
Dorothea-Maria Rosen
Margaret Scobey
Michael B. Sealy
Peter S. Sellers
Francis S. Sherry
Robert Siegenthaler
Mary Ann Singlaub
Eugene Skotzko Jr.
Bradley A. Smith
James F. Strong
Susan M. Struble
Jane E. Stuckert
Michael J. Sulick
Tien Foo Ting
Alvin R. Trencher
Lawrence A. Urli
Jimmie Eugene Wagner
Douglas Bruce Wake
Jenonne Walker
Ward W. Warren
John H. Witehouse
John M. Willcox
Eric Wilmeth

Member of the Foreign Service to be consular officer:

James M. Copeland

Members of the Foreign Service to be secretaries:

Richard M. Brennan
Joyce M. Ferguson
Alan D. Fiers ☐

Commissioning and Tenure Board

The Commissioning and Tenure Board has recommended for tenure:

(March session)
Amselem, Winston L.
Andres, Janet S.
Benesch, Anthony
Bohlen, Avis T.
Brundage, Stephen G.
Buncher, Judith
Cahill, Jacklyn
Colloton, Carol A.
Dong, Edward K. H.
Dudley, Anthony A.
Givens, Thomas M.
Guerra-Mondragon, Gabriel
Harvey, Barbara S.
Heskin, Carolyn I.
Horowitz, Arnold M.
Hyams, Robert S.
Jackson, Marilyn
Kent, Douglas B.
Keur, Cornelis M.
Keyes, Alan L.
Knoll, Bonnie J.
Lasbury, Patricia
Light Jr., Frank G.
Lynch, Christopher
Marshall, Robert M.
McCreary, Jack
Mowle, Susan M.
Ochiltree, Thomas H.
Perez, Enrique F.
Robinson, Stanley H.
Schoonover, Brenda B.
Skocz, Dennis E.
Sloan, David M.
Soso, G. Jean
Stanton, William A.
Stephens, Doris K.
Stewart, Karen B.
Trader, Donald P.
Wharton, Royal M.

(May/June session)
Amis, Donald
Baer, Lawrence
Boggs, Robert K.
Border, Philip A.
Burba, Marie
Carter, Bruce E.
Caswell, Thomas H.
Collins, Richard P.
De la Pena, Miguel
Dunn, David B.
Fordyce, Kimberlee
Gonzales, Alfred
Goodman, Andrew L.
Goodrich, Lawrence
Harman, Sally L.
Hogard, Stephen B.
Kiang, Daniel
Leach, Steven G.
Loftus, Gerald J.
Londono, Peter V.
Monks, Robert A.
Nahas, Albert G.
Nay, John R.
Peters, Lauren
Powell, Bernice A.
Ricciardone, Francis
Scensny, Leonard F.
Smyth, Richard H.
Vanlaningham, James
Vazquez, Edward H.
Wiener, Howard
White, Thomas J. ☐

Alert on benefits

A notice has been sent to all active and retired members of the Foreign Service describing certain retirement and survivor benefits provided for spouses and former spouses of members—and certain former members—of the Service. The notice is intended to alert these persons to provisions of the new Foreign Service Act. Those who believe they may be affected should contact a retirement counselor in Room 1251, telephone 23342 or 29315. ■

Bureau Notes

Secretary's Office

On June 8-9, SECRETARY HAIG accompanied PRESIDENT REAGAN to Camp David for meetings with the president of Mexico, LOPEZ PORTILLO. During June 10-26, the Secretary, accompanied by MRS. HAIG, made an extended trip to Hong Kong, Beijing, Manila and Wellington. While in Hong Kong, Mr. Haig met with Governor Sir MURRAY MACLEHOSE. In Beijing, the Secretary met with Premier ZHAO ZIYANG, Vice Premiers HUANG HUA, BO YIBO and GENG BIAO and Vice Chairman DENG XIAOPING. In Manila, he consulted with PRESIDENT MARCOS, then attended the two-day Association of Southeast Asian Nations foreign ministers conference. In Wellington, the Secretary met with the acting prime minister, DUNCAN MacINTYRE, called on the leader of the opposition, W. E. ROWLING; and attended the ANZUS (Australian-New Zealand-U.S.) Council session. Accompanying the Secretary were: VERNON WALTERS, ambassador-at-large; SHERWOOD GOLDBERG, executive assistant to the Secretary; KEITH SCHEUTTE and ANTHONY WAYNE, special assistants; DEAN FISCHER, spokesman of the Department; RAYMOND SEITZ, deputy executive secretary; GEORGE TWOHIE, executive director, Executive Secretariat; LORA SIMKUS, personal assistant to the Secretary; JOYCE NESMITH, confidential assistant to the executive assistant; ELIZABETH GASTON, secretary, Office of the Secretary; MARK BELLAMY, staff officer, Executive Secretariat; and LINDA LEYBLE, secretary, Executive Secretariat.

During July 10-14, the Secretary traveled to Nassau to attend the quadripartite conference on the Caribbean Basin Initiative, then to New York for the UN Conference on Kampuchea. Assisting him in Nassau were Mr. Walters; Mr. Goldberg; MURIEL HARTLEY, assistant to the Secretary; MICHAEL KLOSSON, special assistant; Mr. Fischer; JOHN H. KELLEY, deputy executive secretary; Mr. Twohie; Ms. Nesmith; WILLIAM MONTGOMERY, staff officer, Secretariat Staff; and SHARON OHTA, secretarial assistant, Secretariat Staff. Accompanying the Secretary to New York were Mr. Goldberg; Ms. Hartley; Mr. Klosson; Mr. Fischer; Mr. Seitz; Mr. Twohie; Ms. Nesmith; Mr. Montgomery; Ms. Ohta; and KATHLEEN McGUIGAN, secretarial assistant, Secretariat Staff. July 19-21, Secretary Haig traveled with President Reagan to Ottawa, Canada, for the Ottawa economic summit. Assisting on this trip were MYER RASHISH, under secretary for economic affairs; Mr. Goldberg; Mr. Klosson; Mr. Wayne; GORDON STREEB, special assistant to Mr. Rashish; Mr. Fischer; Ms. Simkus; ALVIN P. ADAMS, director, Secretariat Staff, NANCY DeGUMBIA and JOSIAH ROSENBLATT, Secretariat Staff officers; and MARIE MORRIS and MILDRED ENGRAM, secretaries, Secretariat Staff. At the direction of the President, Secretary Haig led the U.S. delegation to the preparatory summit conference at Cancun, Mexico, July 31-August 2. Traveling with the Secretary were Mr. Rashish; Mr. Goldberg; Ms. Hartley; Mr. Wayne; ALAN ROMBERG, deputy spokesman for the Department; Mr. Adams; Mr. Twohie; Ms. Nesmith; SUZANNE PAYNE, staff officer, Secretariat Staff; and ANITA MUELLER, secretary, Secretariat Staff.

The acting coordinator for liaison with state and local governments, DAVID H. SHINN, represented the Department at the 25th world congress of the International Union of Local Authorities, in Columbus, O., June 21-24. Mr. Shinn departed as acting coordinator August 1 for his new assignment as deputy chief of mission in Yaounde. DAVID E. SIMCOX took charge of the Office for State and Local Government Liaison as acting director. Mr. Simcox visited Detroit, July 22-23, to address the Rotary Clubs of Greater Detroit and St. Clair, Mich., on "U.S. Policy in El Salvador." While there, he also conferred with Detroit Mayor Coleman Young and with other city and business leaders on the participation of the Department's Pearson Fellows in trade and investment promotion. Mr. Simcox also addressed the National Caucus of Black State Legislators, July 28, in Atlanta, on "Principles of American Foreign Policy." ☐

OFFICE OF PROTOCOL

Foreign visitors assisted by office personnel included: President OMAR BONGO of Gabon, Prime Minister LEE KUAN YEW of Singapore, Prime Minister MALCOLM FRASER of Australia, Prime Minister EDWARD SEAGA of Jamaica, Premier VERE BIRD of Antigua, Foreign Minister JOSE PEREZ-LLORCA of Spain, European Communities president GASTON THORN, Prime Minister PIERRE TRUDEAU of Canada, Prime Minister and President DOM MARTINA of Netherland Antilles, Foreign Minister BRIAN TALBOYS of New Zealand, Foreign Minister DAOUDA DIALLO of Niger, Prime Minister ROBERT MULDOON of New Zealand and President ANWAR SADAT of Egypt.

The presidential delegation to the inauguration of President FERDINAND MARCOS of the Philippines was headed by Vice President GEORGE BUSH. JOHN MURTHA escorted the presidential delegation to Panama for the funeral of General OMAR TORRIJOS HERRERA. The delegation was headed by General DAVID C. JONES; Mrs. BARBARA BUSH was one of the delegates.

The protocol staff assisted in the presentation of credentials to President RONALD REAGAN, on July 10, by ambassadors from Swaziland, Italy, Nigeria, Kiribati and Syria. Chief of protocol LEONORE ANNENBERG, accompanied by her husband, Walter, a former ambassador to Great Britain, attended the royal wedding of PRINCE CHARLES to LADY DIANA. EDITH BLAIR resigned as assistant manager of Blair House, where she has been succeeded by CAROL SOMERVILLE. SANDRA ROOT joined the staff of the Visits Division. MARY VOULTSOS has been assisting in the front office. RODNEY RAWDING has become a member of the Ceremonials Division. ☐

Administration

OFFICE OF COMMUNICATIONS

After attending the Industrial College of the Armed Forces for one year, JEAN A. GILBERTSON has returned to the office. On July 6 she assumed new duties as special assistant, replacing KENNETH A. LOFF. Effective June 20, ERNEST O. HOHMAN became the new operations officer in the Courier Branch in Washington. He replaced WILLIAM DOTSON, who transferred to the Regional Diplomatic Courier Office in Frankfurt, Germany. Effective July 13, DAVID P. BORTER assumed new duties as the office's operations officer for European affairs. GEORGE YOUNTS, the director of interagency affairs, retired effective July 25.

WILLIAM V. CALLIHAN, former chief of the Communications Center Division, recently returned from the United Kingdom, where he participated in an inspection of Embassy London as the office's member of the inspection team. Mr. Callihan is now attending the Industrial College of the Armed Forces for one year. Effective August 6, ROY HYLAMAN, a recent returnee from Embassy Paris, where he served as communications programs officer, is the new chief of the Communications Center Division. MARVIN A. KONOPIK recently joined the Special Projects and Programming Staff. ALBERT D. RILEY is the new staff assistant on the Operations Staff. Summer employees in the office were ELIZABETH KISTER and ERIC BERTHOLD. New employees in the Programs and Engineering Division include DANIEL J. GOODMAN, engineer, who came to the Department from the Naval Security Group Headquarters; cryptographic technicians TERRY L. HARMES, formerly with the Air Force at Andrews Air Force Base, and RAYMOND W. HORNING and BRUCE W. WARREN, formerly with the U.S. Army, White House Communications; and ELIZABETH J. PRATT, a new supply technician. ALVIN BRADSHAW left the division on assignment to Nairobi. JOHN GAGEN returned to the division from Karachi.

The following personnel were in the office on consultation recently: PHYLLIS ROEDER, Bucharest; LAMONTE SMITH, Hong Kong; WENDELL PAYNE, Hamburg; JAMES KELLEY, Bonn; RICHARD BRENDLEY, Helsinki; LYLE ROSDAHL, Doha; JOSEPH STING, Belgrade; DONALD NORTON, Addis Ababa; FRANK KUNSMAN, Bogota; DONALD BOWKER, Jerusalem; LARRY WARD, Manila; WALTER SOFKO, Athens; EDWARD DRECHNOWICZ, Beirut; ROBERT A. JOHNSON, Manila; WILLIAM STUART, Kinshasa; MARIA JARAMILLO, Santiago;

BUREAU OF ADMINISTRATION—The deputy assistant secretary for operations, *Virginia Schafer*, presents Meritorious Honor Award to *William A. Parks*, for his effort to establish graphics communications standards for the Department. *(Photo by Glenn Hall, Visual Services)*

IMOGENE SLOAN, Jidda; PAUL SIELOFF, New Delhi; WILLIAM WRIGHT, Dakar; THEODORE KELLOGG, Athens; CHARLES WILLS, Vienna; ALBERT RILEY, Department; ROBERT GRIMSTE, Brasilia; ROY McLAUGHLIN, Beijing; JAMES ALLEGRO, Dusseldorf; BRYON HALLMAN, Berlin; HERBERT CHALEFF, Nicosia; JOSEPH ZEMAN, Abidjan; PHILLIP HENDRIX, Bangkok; SAMUEL CARDEN, Madrid; MARTIN MYERS, Luxembourg; THOMAS MONTANA, Sanaa; JOHN FARRELL, Kuwait; STEVEN DERRICK, Mexico City; ROGER COHEN, Sinai; BRUCE PETERS, Rabat; FRANCES ASCHMAN, Mexico City; ALTON CORBETT, Tel Aviv; RONALD CARPENTER, Jakarta; DAVID BRONER, Dacca; JOSEPH SUDDATH, Helsinki; LOREN FILE, Jidda; SEBASTIAN FAILLA, Rome; MILTON BERNDON, Tel Aviv; KENNETH PARK, Madrid; CHARLES LYNDE, Ankara; LYNN DOUGHTY, Dakar; ROBERT LACOCK, Niamey; RAUL HOLGUIN, Cairo; THOMAS MURPHY, Brussels; WALLACE McINTYRE, Cairo; HARRY OLTON, Geneva; DENNIS HERNANDEZ, Canberra.

Personnel who recently completed courses in the Communications Training Division were: DANIEL L. WALSH, Accra; NICHOLAS J. ADAMS, Maputo; CHUCK HEARNE, Khartoum; BRIAN AHERN and DAVID S. FLEMING, Sanaa; JOSEPH F. TALBOT, La Paz; GORDON LOUCKS, Lagos; MICHAEL CHIAVENTONE, Lilongwe; WILLIAM WRIGHT, Dakar; MILLARD ROLLINS, Africa; IMOGENE SLOAN, Jidda; WILLARD WYNNE, Cape Town; CARLYLE CASH, Brussels; PAUL SIELOFF, New Delhi; RICHARD J. GETZE, Moscow; ROBERT GRIEGO, Amman; STEPHEN FLORA, Baghdad; JUDITH CHIDESTER, Africa; RANDOLPH DUDLEY, Maseru; PHYLLIS ROEDER, Bucharest; WENDELL PAYNE, Hamburg; EDWARD DRECHNOWICZ, Beirut; RICHARD BRENDLEY, Helsinki; LAMONTE SMITH, Hong Kong; FRANK KUNSMAN, Bogota; LOYCE CLOWER, San Jose; JOHNNY JOHNSON, Riyadh; CONSTANCE BOHNET, Guayaquil; LAWRENCE KRAUSE, Dhahran; ERNEST OLIVAREZ, Havana; DAVID BRONER, Dacca. □

OFFICE OF SECURITY

The acting deputy assistant secretary for security, MARVIN L. GARRETT, was to represent the Department at the American Society for Industrial Security Conference, August 31-September 3, in New Orleans. BILL DeCOURCY and the Protective Liaison Staff are preparing information on the Department's worldwide security program, with the assistance of ED LEE and JIM PRIETSCH of the Education and Training Division, for distribution at the International Association of Chiefs of Police convention. CHRIS DISNEY of the Dignitary Protection Division reported that JEFF BOZWORTH was the agent-in-charge of the protective detail for Mrs. ANWAR SADAT; JOHN GIBBONS for the Egyptian foreign minister; DARYL RASHKIN for the Yugoslav foreign minister; JERRY DUMAS for Moroccan Prince MOULAY ABDULLAH. KEN HILL, with the assistance of the Miami Field Office, acted as the Department's representative and expediter for foreign officials transiting Miami en route to the recent foreign ministers conference in Cancun. The assistant director for protective security, JOHN CLEMMONS, accompanied the Secretary's protective detail to Cancun, August 1-3.

NAIROBI, Kenya—At dedication of new communications unit, deputy assistant secretary *Stuart Branch*, third from right, receives TERP (for terminal equipment replacement program) T-shirt. Others, from left: *Don Boissonnault, Paul Nugnes, Don Gatto, Joe Hazewski, Eileen Nesberg, Richard Drost.*

AMEMBASSY
NAIROBI
SUPER
TERP

MAC MUSSER, special adviser for the new office building project in Moscow, recently returned from an inspection of the site. BRIAN FLANAGAN departed for Moscow, and NICK GREEN to London, as regional security officers. A reception was held August 7 to honor CINDY HECOX on her transfer to Embassy Managua. Other transfers of personnel involved RUSS JAGERS and BILL DURSO to the Evaluations Division.

KIM GALLANT, general manager of the Office of Security softball team, reported that the team is 9-2 despite the unfortunate loss in mid-season of power-hitter BILL ELDERBAUM. The final three games, he said, were to depend on whether BOB NURENBERGER could "put it all together." ☐

MIAMI—Members of the Office of Security field office here congratulate *Tammy Reed*, seven-year-old daughter of secretary Kathy Reed. The youngster has been selected Dade County Easter Seal Poster Child for 1981. From left: *Kathy Reed, Jerry Lopez, John Baldadian, Lana Bradley*, and *Victor DeWindt*.

ANTANANARIVO, Madagascar—Ambassador *Fernando E. Rondon*, center, with award winners (from left): *Rakotondrajoa*, clerk; *Henriette Ralalaharisoa*, economic specialist; *Josiane Andriamamenosoa*, cashier; *Robert Rabary*, information assistant.

African Affairs

Assistant Secretary CHESTER A. CROCKER spoke on U.S.-Africa policy at a conference in Wichita, Kan., in early June, cosponsored by the African American Institute and Senator NANCY KASSEBAUM. On June 29, he addressed a seminar of senior banking and business executives, at the Massachusetts Institute of Technology in Boston, and held an editorial backgrounder with the Christian Science Monitor. He briefed 25 African journalists in Washington under a "Crossroads Africa" leaders program, July 1. On July 23, he hosted a farewell luncheon for Upper Volta's Ambassador Yaguibou. He also hosted breakfast meetings with Senator CHARLES M. MATHIAS JR., July 13, and Senator ROBERT W. KASTEN JR., July 14.

Deputy assistant secretary LANNON WALKER spoke to a group of public administrators from Africa, August 11, on "The Role of the African Bureau regarding U.S. Policy in Africa." The administrators are touring the United States under the auspices of "Crossroads Africa." Deputy assistant secretary PRINCETON LYMAN participated in a political roundtable on U.S.-Nigeria relations, at a conference on the Nigerian market sponsored by the African Development Group, in Washington, July 1.

DAVID DLOUHY, Office of Southern African Affairs, spoke at a conference on the educational needs of black South Africans, in Racine, Wisc., June 19. CYNTHIA HANSON, Office of Southern African Affairs, briefed visiting high school students from North Carolina on U.S. policy in southern Africa, June 26. DEBORAH SCHWARTZ, economic/commercial officer for Nigeria, traveled to Chicago, June 29, to participate in a meeting of the U.S. members of the U.S.-Nigeria Joint Agricultural Consultative Committee, following the committee's visit to Nigeria earlier in the month. Ms. Schwartz also spoke to a group of African and American businessmen, August 6, in Washington, on U.S.-Nigeria economic relations. The occasion was a seminar on African trade. The former director of inter-African affairs, LARRY WILLIAMSON, participated in a seminar on Africa, August 4, at the Defense Institute of Security Assistance Management, at Wright-Patterson Air Force Base, Dayton, O. RALPH GRANER, deputy director of inter-African affairs, briefed African-bound Baptist missionaries in Raleigh, N.C., July 10. Inter-African affairs congressional affairs officer MARIE HUHTALA accompanied a congressional delegation to Africa, August 4-20. East African affairs Somalia desk officer BISMARCK MYRICK spoke to students in the foreign area officers' course at Fort Bragg, N.C., on "Conflict and Change," July 29. Two secretaries in the bureau, GLORIA BROWN and ROSE STACK, attended the Department's two-and-one-half-day offsite course for secretaries, entitled "Management Skills Seminar for Secretaries."

Mr. Crocker has chosen two new deputies for his staff—Ambassador JAMES K. BISHOP, formerly chief of mission in Niger, and PRINCETON LYMAN, formerly director of inter-African affairs. BARBARA BECKWITH is in from Paris, working as secretary to Mr. Crocker. She replaces MARY ANN ELLIOTT, who has departed for the Foreign Service Institute. GERALD E. MANDERSCHEID recently became the executive director of the bureau, replacing RICHARD T. SALAZAR. Replacing Mr. Manderscheid as deputy executive director is LEONARD G. SHURTLEFF, formerly of Central African Affairs. WILLIAM J. BURKE, former administrative officer in the Executive Office, who departed July 24, is currently taking the mid-level officer course at the Foreign Service

ACCRA, Ghana—Ambassador *Thomas W. M. Smith*, center, presents awards to national staff members. From left: *Sulley O. Agyakwa, Martin Ayensu, Alex A. Josiah, Clara L. O. Donkor, Comfort C. Benaye, Frederick W. K. Akuffo, Benjamin K. Dzideke.*

Institute. Mr. Burke will then be in language training at the institute before going on to his new assignment in Sofia, Bulgaria. ROSE CARNEY STACK recently transferred from the Executive Director's Office to Under Secretary JAMES L. BUCKLEY's office. JACQUELINE WISE MIDDAUGH has replaced Rose Stack as secretary to the executive director.

ROBERT K. BRUCE replaced PARKER W. BORG as director of West African affairs, June 22. THOMAS WILLIAMS joined West African Affairs as Nigeria desk officer, July 8. WILLIAM HUDSON became desk officer for Senegal, Mauritania, Mali, Gambia and Western Sahara, July 20. PETER EICHER is the new Liberia/Sierra Leone desk officer. ED BRYNN departed the Office of West African Affairs, July 14, to join the Senate Appropriations Committee staff. Other departures from that office: ANNA LEHEL, to Embassy Rome; MARGARET McMILLION, to the mid-level course at the Foreign Service Institute; and GREG FERGIN. GLEN MUNRO is the new deputy director in Central Africa, having transferred from Management Operations. MICHAEL RANNEBERGER has joined the staff of the Office of Central African Affairs as Angola and Congo desk officer. NICHOLAS MURPHY is the new director of the Office of Central African Affairs. DAVID PEASHOCK is the new desk officer for Zaire, in the Office of Central African Affairs. MICHAEL G. WYGANT joined the Office of Public Affairs as director, August 10. Mr. Wygant served previously as chargé in Banjul, political officer in Moscow, economic officer in Lome, and consular officer in Salisbury, among other domestic and overseas assignments. Most recently, he was political officer in Canberra. Another new face in the Office of Public Affairs is that of LEON STEINBERG, who joins the office on detail from ICA, as alternate director for public affairs. The office also had the services of intern DAVID M. WHITE during the summer. Mr. White spent the 1979-80 academic year as an intern in the commercial section of the U.S. embassy in Bogota, and this summer served as assistant press officer. Paul Hare, office director for Southern African affairs, departed July 2. Southern African Affairs welcomed JOE SEGARS as Zimbabwe country officer, July 6, and PHIL KING as Zambia/Malawi country officer, July 13. Changes in the Office of East African Affairs: Sudan/Uganda desk officer KEN BRILL departed July 2 and moved to the staff of Under Secretary WALTER J. STOESSEL JR.; LARS HYDLE has left for his new assignment in Accra; RICHARD BAKER and DONALD BOOTH have joined the staff. In the Office of Inter-African Affairs, AL FAIRCHILD has entered on duty; JENNIFER WARD and HELEN CASHELL have departed. CORNELIA BRYANT, in the Office of Economic Policy, has departed for her new position in the Bureau of Intelligence and Research. □

Arms Control and Disarmament Agency

The Senate on June 24 confirmed EUGENE V. ROSTOW of the Yale University law school as director of the agency. The confirmation hearings were held June 22 before the Senate Foreign Relations Committee, which voted favorably on the nomination the next day. Mr. Rostow appeared before the Senate Armed Services Committee July 24 to comment on some of the main policy problems of arms control. Retired U.S. Army Lieutenant General EDWARD L. ROWNY JR. was sworn in August 14 as special representative for negotiations, with the rank of ambassador. The Secretary took part in the ceremonies, in the Benjamin Franklin Diplomatic Reception Room. Confirmation hearings for Mr. Rowny were held July 9 before the Senate Foreign Relations Committee, and the nomination was approved by the Senate July 28. Appearing before the Senate Armed Services Committee July 21, he assured its members that he "will remain committed to the task of seeking equal and verifiable arms control agreements between the United States and the Soviet Union." ARCHELAUS R. TURRENTINE, an agency acting director, appeared before the Senate Foreign Relations Committee July 28 to discuss the administration's conventional arms transfer policy.

An announcement on the reorganization of the agency said the action was taken to broaden the agency's capacity to carry out the programs of the new administration and to give new emphasis to verification and intelligence, congressional relations and public affairs, and strategic assessments. Major changes in the organizational structure consisted of, primarily, establishing several new office designations and combining or reassigning existing agency units. The functions of the Bureau of Weapons Evaluation and Control, which was abolished, will be assumed by other elements. The Bureau of Non-Proliferation was redesignated the Bureau of Nuclear and Weapons Control. The Arms Transfer Division and Technology Transfer Group, from the old Bureau of Weapons Evaluation and Control, were transferred to the new bureau. The Office of Strategic Assessments was established to assess the effect of arms control policies on U.S. national security and the economy. Moving to this office from the old Bureau of Weapons Evaluation and Control were the Defense Program Impact Division and the Social Impact Staff. The Office of Verification and Intelligence was established, including the existing Intelligence Staff and the Verification Panel. Also established was the Bureau of Congressional and Public Affairs, including the Office of Public Affairs and the Congressional Relations Staff of the General Counsel's Office. The Bureau of Strategic Programs was established, replacing the International Security Programs Bureau. The Advanced Technology Division of the Multilateral Affairs Bureau was transferred to the new unit. Also in the new bureau is the existing Strategic Affairs Division. The Regional Division of the old International Security Programs Bureau was moved to the Bureau of Multilateral Affairs, which continues to include the International Relations Division. Other elements of the agency organization remained unchanged. The reorganization will be implemented as new senior appointees are named.

The 19th session of the U.S.-USSR Standing Consultative Commission ended in Geneva, July 8. The 24th round of the mutual-and-balanced-force-reduction talks ended July 23. The next round is to begin September 24. Robert P. Mikulak was a U.S. representative at the July 2-4 chemical weapons verification workshop in Helsinki. Mr. Mikulak has been named acting chief of the agency's Advanced Technology Division. LAWRENCE E. FINCH, deputy assistant director for science and technology, left the agency to begin Italian language training at the Foreign Service Institute. He will be assigned to the American embassy in Rome as science counselor. ERIC P. ERLANSON of the Intelligence Staff left the agency to accept a position with Analytical Decisions, Inc.

At an August 6 ceremony, Mr. Rostow presented a plaque to JAMES T. HACKETT, formerly the agency's chief administrative officer and acting director, and now associate director for management of ICA, and a Meritorious Honor Award to the agency's security officer, JAMES R. MATTHEWS, who will be Mr. Hackett's special assistant. ☐

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO attended the ambassadorial seminar at the Foreign Service Institute on June 16. Attending were ambassadors currently en route to their assignments and their spouses.

On June 29, Mr. Asencio moderated the consular policy and management review conference in Mexico City, which was attended by Congressman ROMANO L. MAZZOLI and Congresswoman PATRICIA SCHROEDER (chairman and member of the House Subcommittee on Immigration, Refugees and International Law); HARRIS MILLER of Mr. Mazzoli's staff; DICK DAY of Senator ALAN K. SIMPSON's staff; PETE REGIS of the House Judiciary staff; and MARVIN GIBSON of the Immigration and Naturalization Service. The deputy assistant secretary for overseas citizens services, LOUIS P. GOELZ; ED KREUSER of Visa Services, GERALD GOLDMAN of Management Planning, MERLE ARP of the Office of the Executive Director, as well as T. FRANK CRIGLER of the Bureau of Inter-American Affairs, NANCY BOSHOVEN of Management, SHARON WILKINSON from Management Operations, and LAURENCE LESSOR of the Director General's Office, were present. The U.S. embassy in Mexico City was represented by Ambassador JOHN A. GAVIN, deputy chief of mission JOHN A. FERCH, political counselor WILLIAM T. PRYCE, supervisory consul general RUTH A. MCLENDON, consular section chief ALAN OTTO and others, including PERRY STEELE, of the Immigration and Naturalization Service. The principal officers of the nine constituent posts in Mexico also participated in the conference. (Several consular agents attended special sessions designed for them.) RALPH JONES of the Inspector General's Office and BRUCE SASSER, state analyst from the Office of Management and Budget, observed the conference.

Mr. Asencio and Under Secretary RICHARD T. KENNEDY opened the passport services fraud coordinator conference in Washington in June. It dealt with passport fraud detection. On July 30, the assistant secretary testified before the House Senate Immigration subcommittee. Mr. Kennedy was given a tour of Passport Service's Washington regional office by director LOUIS DEANER on June 23. On June 25, director JOSEPH CALLAHAN conducted a tour for Mr. Kennedy of the New York regional office. Mr. Kennedy was given a tour of the Chicago regional office by director ELMO POOLE on July 9, of the Los Angeles regional office by director GENE BURKE on August 6 and 7, and of the regional office in San Francisco by acting director BEN JONES on August 10.

J. DONALD BLEVINS, formerly consul general in Guadalajara, has joined the bureau as deputy assistant secretary for passport services, succeeding NORBERT J. KRIEG, who has been assigned to Rome as consul general. Mr. Krieg and Mr. Goelz are currently serving on Department selection panels. MARLENE SCHWARTZ, chief, Passport Services Acceptance Facilities and Insular Coordination Division, addressed the meeting of the International Association of Clerks, Records, Elected Officials and Treasurers, June 22, in Louisville, Ky. Ms. Schwartz also addressed the National Association of County Recorders and Clerks in Louisville, July 14. EDWARD KREUSER, of the Visa Office, traveled to Lima, Peru, June 18-26, to give post consultations on visa management analysis.

CONSULAR AFFAIRS—Participants in the professional seminar at the Foreign Service Institute, left to right: *Mohamed Mohsin Mackawee* (Abu Dhabi), *Suk Ho Kim* (Seoul), *Takashi Tsuiki* (Tokyo), *Heather Margaret Fenney* (Auckland), *Emir Ayadi* (Tunis), *Ishwarpersadh Thawari* (Durban), Assistant Secretary *Diego Asencio*, *Betty J. Havercroft* (Perth), *Musleh Mohammed Kaid* (Sanaa), *Winsome Dane* (Melbourne), *Mary Ruby Haizel* (Accra), *Jamila Kabbaj Chraibi* (Rabat), *Nafisa Sulemanji Malik* (Dar es Salaam), *Salim Nasser* (Muscat), *Takafumi Sato* (Fukuoka), *Dora Trujillo*, faculty.

BUDAPEST, Hungary—*Janos Haar*, left, with Ambassador *Harry E. Bergold Jr.* at ceremony honoring Mr. Haar upon his retirement after more than 32 years in the consular section.

WILLIAM E. EDMONDS and JAMES E. RITCHIE of the Office of Overseas Citizens Services recently attended the advanced consular course. Overseas Citizens Services also participated in two consular employees' professional seminars, on May 6 and June 10. Officers from Overseas Citizens Services recently held a meeting with representatives from the Office of International Operations of the Criminal Division, Department of Justice, and another with representatives of the Foreign Litigation Unit of the Civil Section, Department of Justice. At both meetings, the subject was national judicial assistance. SUE WOOD-THURSTON, on May 26, went to Montreal as the Consular Affairs office representative for the installation of the prototype operations-model electronic cash register. On June 8 MIKE DUFFY and BOB MUSTAIN went to Paris for the installation of the nonimmigrant visa/computer-assisted processing system. TRAVIS FARRIS took the training course, Programmer and System Analyst-Introduction to Visa Services, June 15, in Bethesda, Md. On June 22, DICK DUNBAR, TRAVIS FARRIS and MIKE DUFFY traveled to London and Paris for follow-up training on the immigrant visa applicant control system, nonimmigrant visa/computer-assisted processing system.

New arrivals in Visa Services included: JOHN MOLLER, MARY ROSE BRANDT, LOUISE SNELL, MARVIN GOENEWEG, BRIAN McKENZIE and CAROLYNE DEVAUGHN. MARTHA L. SARDINAS joined the Bureau of Consular Affairs on June 29. CELESTE HOLLENBECK joined the Bureau of Public Affairs on July 27.

Those joining Overseas Citizens Services were BETSY MALPASS, PAUL J. MCCRAW and ALEC M. PELTIER. LOUIS A GIAMPORCARO, who has served as chief of the Financial Medical and Death Assistance Unit, has been assigned to Bonn.

Summer employees included: DESIREE BLACKWELL, KATHARINE CHAPMAN, WILSON K. COOK, CONSTANCE P. COONTZ, LORRAINE P. JACKSON, JOSEPH G. KOSKIW, AMY L. SCHMITT, STEVEN T. SWANKOWSKI and HARRY S. WRIGHT, JR., CYNTHIA HELLWIG, ETTA FORD, MARIANNE BLACKBURN, PAUL HOWE, ANDREW CAPLAN, LISA BEACHAM, CHARISSE BAZIN, BRIAN DRURY, ATHENA HYSON, ANTHONY TOLLIVER, IANTHA HUGES, BERNADETTE GALINOWSKI, ALAN MORRISON, LINDA LINTHICUM, ANGELA FISHER, LINDA WASHINGTON, CARLA MILLER, ROSALIND ANTHONY, MICHAEL RICHARDSON, ALEXANDRIA RAMOS, ANN DELANEY, ROBERT HICKEY, CATHERINE EAGAN, RENEE DUKES, BRIDGET GARNER, ADRIA KAZYAK, CHRISTOPHER KRYZA, A. KAPLAN, FONDA CARTER, MARVIN WILLIAMS, PATRICIA JUE, O. TOAITOA, A. SCHMITT, WILSON COOK, D. JACKSON, H. WRIGHT, K. CHAPMAN, L. JACKSON, A. CONTRARES, U. LYLES, E. MALOY, R. MALOY, D. WARD, S. FULLER, J. BRAITHWAITE, T. LOFTY, P. MCNEIL, K. COOPER, P. REHRIG, LYNDA OSWALD, TERRY BRANOFF.

New permanent employees are: TAI JAMES, JOYCE PORTER, SHEILA FONDREN, CASSANDRA HENDRICKS, DEBORAH WADE, CARRIE HALL, HELEN SULLIVAN, CAROLYN FLEMING, CHRIS FEDEROVITCH, TRICIA DIBASE, GLORIA SWAILES, JULIA CHAMPION, MARILYN BEATTY, MICHAEL WEINSTOCK, JOSEPHINE MEMOLI, MARIE KASLOW, E. NEESON, C. FONG, M. WOOD, J. ENGLAND, MARTHA SARDRIAS, MARIA CLIFFORD, CHERYL HOPPER, M. LESTER, K. WORTHY, I. VILLEGAS, E. GARCIA, S. SUIN, P. TITUS, E. SANDERS, P. KING, K. ODOM, S. LAWRENCE, C. JOHNSON.

Seasonal employees are: JERRY THOMAS, CRAIG TOWNSEND, RUSSELL HALL, KUK BRYANT, BEVERLY PARKER, DONNA MAVRITTE, TERRY GREENE, PHYLLIS HUGGINS, THERESA SLY, PATRICIA BROWN, CECELIA MADISON, TAMMY RILEY, ERIC RANDALL, PAMELA HAWKINS, ANN MURCHESON, ESSIE COBB, JOANNE SHEILDS, STEVEN PARKER, GWENDOLYN LACKLEY. □

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS was part of the delegation to the Ottawa economic summit, July 18-20. Mr. Hormats also accompanied SECRETARY HAIG to the preparatory meeting for the Cancun summit, August 1-2. On July 14 he testified on energy emergency preparedness and U.S. foreign policy before the Senate Subcommittee on Energy and Nuclear Proliferation and Governmental Processes. Mr. Hormats testified on August 4 before the House Subcommittee on Investigations and Oversight, on international aviation. ERNEST JOHNSTON JR., senior deputy assistant secretary, testified on human rights and the multilateral development banks, before the Subcommittee on International Development Institutions of the Committee on Banking, Finance and Urban Affairs, July 21.

On June 15-19, MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, participated in consultations in Bonn with representatives of several developed countries, on matters relating to the upcoming law-of-the-sea conference and on a possible reciprocating regime among seabed mining states.

The acting deputy assistant secretary for transportation and telecommunications affairs, JAMES FERRER JR., headed a U.S. delegation to the Latin American Civil Aviation Commission, which met in Lima, July 8-10.

As co-head of a joint State-Copyright Office team, HARVEY WINTER, director, Office of Business Practices, participated in discussions with the Publishers' Association of China, in Beijing and Shanghai, June 5-13, on establishment

ECONOMIC AND BUSINESS AFFAIRS—*Robin R. Ritterhoff*, left, Office of Maritime Affairs, is congratulated by Assistant Secretary *Robert Hormats* on receiving a Meritorious Honor Award, combined with a cash performance award.

of copyright relations with the People's Republic of China.

TODD STEWART, director of the Office of Maritime Affairs, headed the U.S. delegation to the June 22-26 meetings of the Maritime Transport Committee and its subsidiary groups in the Organization for Economic Cooperation and Development. The committee began an examination of shipping regulatory policies in member states, and assessed the results of the recent meeting in the UN Conference on Trade and Development on open registry shipping.

Officers in the Industrial and Strategic Materials Division were participating in a number of interagency working groups developing a national strategic materials policy, under the leadership of the Cabinet Council on Natural Resources and the Environment. JAMES C. TODD, chief of the division, is chairing the subworking group on international minerals. RALPH JOHNSON, assistant chief, led the U.S. delegation to the 23rd meeting of the International Tin Council, July 14-16, in London. The U.S. delegation was instrumental in defeating a proposed increase in the tin agreement's price range, which determines when the buffer stock manager can intervene in the market in order to shore up prices. Mr. Johnson also served as alternate U.S. representative at the June 9-26 session, which completed negotiation of the 6th international tin agreement, which will be open for signature through March 31, 1982. STEPHEN THOMPSON of the same division was a member of the U.S. delegation to the 94th group meeting of the International Rubber Study Group, in London, June 22-25, which discussed the market outlook for natural and synthetic rubber, and debated the group's future relationship with the activities to be carried out under the international natural rubber agreement.

JOSEPH RICHARDSON of the Commodity Policy Division attended the 11th consultative meeting of the Antarctic treaty, in Buenos Aires. The meeting prepared and adopted a recommendation calling for negotiation of a regime for Antarctic minerals. JOHN ANDRE of the same division attended the UN Conference on Trade and Development's working party II of the Preparatory Commission of the Common Fund, in Geneva, July 27-31.

CHARLES RIES, Office of Energy Consumer Country Affairs, was a member of the U.S. delegation to the "Prepcom 4" of the UN Conference on New and Renewable Sources of Energy. The sessions took place June 8-26 in New York; the conference will be in Nairobi in August.

Employees recently entering on duty in the bureau include: JAMES LIBERA, staff assistant in the Office of the Assistant Secretary; WILLIAM F. BEACHNER, deputy director, Office of East-West Trade; SHIRLEY PANIZZA, assistant chief, Aviation Negotiations Division; PAUL McGONAGLE, deputy director, Office of Monetary Affairs; TIMOTHY P. HAUSER, Office of Monetary Affairs; HERBERT YARVIN, Planning and Economic Analysis Staff; KATHLEEN REDDY, Food Policy Division; and BRUCE MALKIN, General Commercial Policy Division. ☐

European Affairs

Assistant Secretary LAWRENCE S. EAGLEBURGER accompanied Deputy Secretary WILLIAM P. CLARK on his European trip, June 12-25. Mr. Eagleburger spoke at Chatham House in London, the Friedrich Ebert Foundation in Bonn, and the Dialogue Congress at Alpbach Conference in Austria. On June 18, Mr. Eagleburger accompanied Mr. Clark when he called on European Community Commission president GASTON THORN in Brussels.

Deputy assistant secretary H. ALLEN HOLMES accompanied the Vice President to Paris and London, June 24-26. On June 29 and 30, Mr. Holmes represented the Department at a symposium on U.S.-European relations, sponsored by the Council of Europe, in Strasbourg, France. He then met with the Christian Democratic party group of the European Parliament, in Brussels the next day. Mr. Holmes and SANDRA VOGELGESANG, special assistant for policy planning, traveled to Ottawa, July 5-6, to attend meetings in preparation for the Ottawa summit.

On June 26 Lieutenant Colonel GAYLEN C. ROBERTS completed his three-year assignment with the Defense Policy Section of the Office of European Security and Political Affairs. His next assignment will be at Mildenhall Air Force Base, United Kingdom. The Defense Policy Section welcomed his successor, Lieutenant Colonel THOMAS C. SUTER of the U.S. Air Force. Before joining the section, he was a research associate at the Institute of War and Peace at Columbia. ☐

POZNAN, Poland—At American pavilion at international trade fair, Solidarity leader *Lech Walesa* greets *Patricia Jones*, wife of principal officer *Harry E. Jones*. Mr. Jones is at right, behind Mr. Walesa.

Foreign Service Institute

Employees who recently entered on duty include JACQUELINE BROWN-DAVIS and PAUL L. ENGLE, Budget and Management Office; JANET HARRISON, Office of Management; J. BRUCE HIRSHORN, DAVID L. HOBBS and JAMES H. MORTON, School of Professional Studies; MICHELE M. PARADISE, School of Language Studies; and DENIS PIRAGES, School of Professional Studies. New language and culture instructors are ELISABETH de LEEDE, JUAN RAPHAEL DE RIVAS, NAZRI EID, ANNE HAFNER, SHAIK ISMAIL, SILVIA MUNOZ, MASAKO

NANTO, SHAHZAD RIZVI, NICOLAI TCHERTKOFF and MARISA WERLANG. ☐

Intelligence and Research

Bureau director RONALD I. SPIERS and bureau analysts consulted with Ambassadors ALFRED L. ATHERTON JR., Egypt; WILLIAM H. LUERS, Venezuela; ROBERT V. KEELEY, Zimbabwe; ARTHUR H. WOODRUFF, Central African Republic; WILLIAM LACY SWING, Congo People's Republic; EDWARD E. MASTERS, Indonesia; MAXWELL RAAB, Italy; LAWRENCE PEZZULLO, Nicaragua; and chargé-designate ANDREW ANTIPPAS, the Bahamas, between mid-May and the end of June.

For the Office of the Geographer, LEWIS ALEXANDER, the geographer, attended a seminar on the "Questions of Ocean Regimes," June 22, sponsored by the Citizens for Ocean Law. On June 23-24, he participated in a conference on "The U.S. Fishing Industry and Regulatory Reform," sponsored by the Center for Ocean Management Studies at the University of Rhode Island.

WAYNE LIMBERG, analyst in the Soviet Foreign Political Division of the Office of Analysis for the Soviet Union and Eastern Europe, gave a telephone lecture to Indiana University's U.S. foreign policy course, June 16. H. DONALD GELBER, director of the Office of Analysis for Western Europe, spoke to a U.S. foreign policy class of Indiana-Purdue University, at Indianapolis, on "U.S. Interests in the Middle East"; addressed the Central Indiana Council of World Affairs luncheon, on "The United States and the Middle East"; held an informal discussion with students and former students interested in the Foreign Service; and held a press conference and an interview on an Indianapolis radio station. BOWMAN H. MILLER, analyst in the same office's Northern and Central Europe Division, spoke on U.S.-European relations, to the western Europe seminar at the Defense Institute for Security Assistance Management, in Dayton, O., June 16. ☐

BONN—*Ted Rumme,* left, narcotics control coordinator, receives plaque from the Drug Enforcement Administration for his contributions to West Germany's narcotic control program. At right is chargé d'affaires *William Woessner.*

International Narcotics Matters

July's foreign visitors provided opportunities to share with them drug abuse and control assessments and strategies, as well as to convey the U.S. priority interest in attacking this worldwide problem. Visitors included Dr. HEINRICH BOGE, head of the Federal Republic of Germany's Federal Criminal Office; TIKIRI BANDA WERAPITIYA, Sri Lankan deputy defense minister and chairman of the Narcotics Control Board there; Dr. BROR REXED, executive director, UN Fund for Drug Abuse Control; a Colombian delegation headed by Major General FRANCISCO NARANJO, director general of the national police; and two Peruvian groups led by THOMAS SCHOFIELD, customs director and attorney general ALFONSO ELIAS-APARICIO.

LUCIUS T. UNTALAN, the bureau's regional aviation adviser for southwest Asia, who is stationed at Bangkok, returned to the United States on July 6 for aviation recurrency training. Mr. Untalan was to receive helicopter and fixed-wing recurrency training at Ft. Rucker, Ala., and review helicopter maintenance programs at Ft. Eustis, Va., before returning to Bangkok.

The bureau welcomed HERBERT RATHNER, most recently of the Office of North African, Near Eastern, and South Asian Affairs, as the program officer for southwest Asia. ☐

International Organization Affairs

Assistant Secretary ELLIOTT ABRAMS conducted pre-UN General Assembly consultations in Tokyo, Beijing, Shanghai, Manila, Bangkok and Singapore, June 23-July 8. He testified before the House Foreign Affairs Subcommittees on International Operations and on Human Rights and International Organizations, July 9, concerning UNESCO and the proposed New World Information Order. Mr. Abrams attended the Kampuchea conference in New York, July 11-13, and the Contact Working Group experts' level meeting in Paris, July 30. He left on August 6 for further pre-UN General Assembly bilateral consultations in Tel Aviv, Cairo, Amman and Paris.

Senior deputy assistant secretary NICHOLAS PLATT participated in pre-UN General Assembly consultations in London, Oslo, Dublin, Stockholm, Helsinki and Copenhagen, the last two weeks of July. Deputy assistant secretary MARION CREEKMORE traveled to Rabat, Algiers, Tunis and Rome, July 15-24, for pre-UN General Assembly consultations. Executive director **RICHARD V. HENNES** was in New York, June 16-July 2, attending the annual session of the UN Committee on Contributions, of which he is a member. Mr. Hennes has been acting as the bureau's deputy assistant secretary for international management and budgetary analysis, since April 27. **KEVIN E. CARROLL** has been acting executive director during the same period.

MELVYN LEVITSKY, director, Office of UN Political and Multilateral Affairs, attended the international conference on Kampuchea, in New York, July 13-15; **ROBERT RANDOLPH** of the same office attended, July 13-17. Mr. Levitsky was in New York, July 3, for consultations. **DOUGLAS McELHANEY**, political officer, Office of UN Political and Multilateral Affairs, was in Paris, July 30-31, for a Contact Group meeting on Namibia; he also participated in a model United Nations event at Indiana State University. **FRANK PROVYN**, Office of UN Political and Multilateral Affairs, attended a meeting in New York, July 7, concerning the implementation of reciprocity legislation. **JOSEPH PRESEL**, Office of UN Political and Multilateral Affairs, attended a conference in Vienna on peaceful uses of nuclear energy, August 3-7. **JON GUNDERSEN** attended a meeting of the Ad Hoc Committee on the Indian Ocean Zone of Peace, in New York, August 17-28. Ambassador **JAMES STROMAYER** headed the U.S. delegation to the fourth preparatory committee meeting, June 8-26, in New York, for the UN Conference on New and Renewable Sources of Energy. Mr. Stromayer also led the U.S. delegation at the consultative meeting on the conference held by the International Energy Agency, in Paris, June 21-22. **JOHN W. McDONALD JR.** headed the U.S. delegation to the first meeting of the 23-nation advisory committee preparing for the August 1982 World Assembly on the Aging. **RICHARD CONN** was the alternative representative. The committee met in Vienna, August 17-21. Mr. McDonald was given a special citation for outstanding service on behalf of UN objectives, by the members of the United Nations Association in the Washington area. He was honored by the group as an "outstanding U.S. ambassador to the Third World."

NICHOLAS PLATT has been designated senior deputy assistant secretary. **DANIEL PHILLIPS**, from the National War College, has been designated director of the Office of Communications and UNESCO Affairs. **IRVING LEE SANDERS**, from the Foreign Service Institute, has been designated director, Office of International Economic Policy, replacing **GORDON BROWN**, who has been designated director, Office of International Technical and Industrial Cooperation. **EDMUND PARSONS** has been designated director, Office of International Development Assistance. **ELIZABETH BARNETT** has transferred from London to the Office of the Assistant Secretary. **JULIA JACOBSON** has transferred from the Executive Secretariat to the International Women's Programs Directorate. **PAULA KUZMICH** has been appointed the public affairs adviser for the bureau. **JANE MARTE**, from the Transportation and Communications Directorate, has returned to ICA. **BARBRO OWENS**, from the Office of the UN Ambassador, has been assigned to Barbados. **ELIZABETH STRANNIGAN**, from the U.S. mission to the Organization of American States, has accepted a position on the staff of Congressman **SAMUEL STRATTON**.

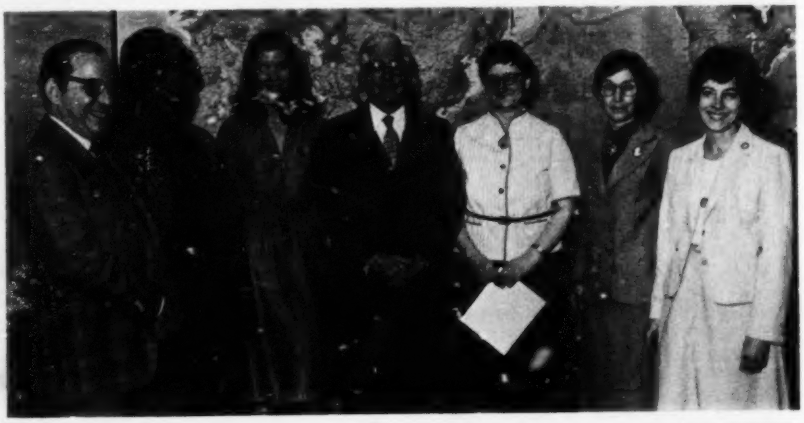
In the Office of International Conferences, deputy director **GEORGE FURNESS** has transferred to the Bureau of Oceans and International Environmental and Scientific Affairs; **ELIZABETH BURKE** has replaced **JAMES LANE**, who has transferred to the Executive Secretariat; and **KAREN HEITKOTTER**, from the Office of the Under Secretary for Security Assistance, Science and Technology, has replaced **HELGA BEIGANG**, who has transferred to the Department of Defense. In the Office of UN Political and Multilateral Affairs, **HENRY SIZER**, from the Bureau of Near Eastern and South Asian Affairs, has replaced **LARRY POPE**, who has been assigned to Tunis; **ERNEST GRIGG**, from Brussels, has replaced **CAMERON SANDERS**, who has transferred to the Bureau of Oceans and International Environmental and Scientific Affairs; **ROBERT FILBY** has transferred from Athens to this office; **JON GUNDERSON**, from Moscow, has replaced **WILLIAM MENHOLD**, who has been assigned to the Bureau of European Affairs; and **CAROL LANDIS** has transferred from this office to the Bureau of Oceans and International Environmental and Scientific Affairs. **JEAN LOUIS**, from Copenhagen, and **BROOKE HOLMES**, from the Bureau of Consular Affairs, have been assigned to the Agency Directorate for UNESCO. **MARION TIPTON** has transferred from this directorate to the Bureau of Personnel. **BARBARA JOHNSON**, from the Office of the Comptroller, has been assigned to the Office of U.S. Budgetary Presentations and Payments. **DENISE VITOLA** has resigned from the Office of International Development Assistance. **SCOTT MACKENZIE** has been appointed to a position in the Office of UN Systems Operations. **JOHN HOPE**, from the Office of International Economic Policy, has been assigned to the Foreign Service Institute before his onward assignment to Barbados. **JUDITH ALEXANDER**, from the Agricultural Directorate, has transferred to the Bureau of Politico-Military Affairs. **MARY RUSSELL** has been assigned to the Bureau of Personnel. **JOHN REINERTSON**, from the Labor Directorate, has been detailed to the President's Commission for Hostage Compensation.

The following were interning in the bureau: **MICHAEL WENIG** and **KELLY METHOD**, in the Office of International Economic Policy; **CORBIN WEISS** and **LAURA TREJO**, in the Office of International Technical and Industrial Cooperation; **MARK MATHIAS**, in the Office of International Development Assistance; **PAUL FRIEDLANDER**, in the Office of UN Political and Multilateral Affairs; **DAVID GOROFF**, to the Agency Directorate for UNESCO; **KATHLEEN HSU**, to the International Women's Programs Directorate; **ERWIN HOSONO**, to the Office of UN Systems Operations; **GERRY HARGROVE**, to the Office of U.S. Budgetary Presentation and Payments.

The following worked in the bureau for the summer: **SANDY REYNOLDS**, **ANTHONY RUFFIN**, **KARYN HAWKINS** and **JOHANNA MISEY**. ☐

Inspector General's Office

On July 7, in the office of **SECRETARY HAIG**, **ROBERT L. BROWN** took the oath as inspector general of the Department and the Foreign Service. Mr. Brown made his first trip as inspector general to London and Dublin while an inspection team was completing a conduct-of-



INSPECTOR GENERAL'S OFFICE—*Robert L. Brown*, center, with members of his staff who received certificates of excellent performance. From left: *Alan W. Berenson, Veronica Turner, Ellen Marie McHale, Janet R. Priddy, Theresa L. Grossi, Donna B. Kreisberg. (Photo by Robert E. Kaiser, Visual Services)*

relations inspection of the United Kingdom. In August, Mr. Brown accepted an invitation to address the Thursday Luncheon Group, a professional organization of Foreign Service and Civil Service employees dedicated to increasing the contribution of blacks and other minorities in the principal foreign affairs agencies. Mr. Brown spoke on the implications of the expanded role of the Office of the Inspector General.

In a continuing program of professional training, the inspectors attended various training sessions in early September. Officials from the international and general government divisions of the General Accounting Office addressed the inspectors on auditing and evaluation concepts during a two-day workshop. The Criminal Justice Division, Department of Justice, conducted a one-day fraud recognition seminar. Selected inspectors attended the three-day allotment accounting course at the Foreign Service Institute. An in-house meeting rounded out the week of instruction and professional development.

The third cycle of inspections and audits for 1981 was to begin on September 15 and run through December 18. Conduct-of-relations inspections will take place in Central Africa, West Africa (team leader: WILLIAM B. EDMONDSON); Pakistan, Bangladesh and Nepal (team leader: ROBERT J. MARTENS); and U.S. Missions to NATO, the European Communities and Organization for Economic Cooperation and Development (team leader: WILLARD A. DePREE). Domestic inspections will be carried out in the Executive Secretariat (team leader: ROBERT C. BREWSTER) and in the Office of Communications (team leader: ROBERT M. MILLER). The management audit of the Bureau of Consular Affairs, begun in June, continued through the third cycle. Audits under the direction of MILLARD W. KENNEY and other special projects were to be completed during this time.

New inspectors who joined the office include Ambassador WILLIAM B. EDMONDSON, JOHN C. DORRANCE, MERWIN C. BLUST, GERALD M. SUTTON, WELDON D. BURSON, LAWRENCE S. BUDOW, DANIEL L. FOSTER, NANCY V. BARBER and ANTHONY S. KOCHANEK. Former inspectors moving on to new assignments are ROBERT T. HENNEMEYER, Office of the Under Secretary for Management; C. ARTHUR BORG, deputy chief of mission, Helsinki; and ANNE PINKNEY, economic counselor, Stockholm. ☐

Legal Adviser's Office

DAVIS R. ROBINSON assumed his duties as legal adviser on July 30. DAVID A. COLSON, assistant legal adviser for oceans, international environmental and scientific affairs, attended the 11th Antarctic treaty consultative meeting, in Buenos Aires, June 23-July 7. THOMAS T. F. HUANG, acting assistant legal adviser for international claims, was in East Berlin, June 27-July 4, for talks on claims of U.S. citizens against the German Democratic Republic for the nationalization, confiscation or other taking of their properties after World War II. DAVID H. SMALL was alternate U.S. representative to the UN Committee on the Peaceful Uses of Outer Space, which met in New York, June 22-July 2. RALPH D. MARTIN attended the 10th conference on the Law of the World, in Sao Paulo, Brazil, August 16-21. PETER M. OLSON, attorney-adviser for nuclear affairs, attended the third session of the Committee on Assurance of Supply, at International Atomic Energy Agency headquarters in Vienna, June 15-17. JOHN R. ARBOGAST, also an attorney-adviser for nuclear affairs, attended the international plutonium storage meeting in Vienna, May 24-29.

JOSHUA BOLTEN has arrived to take up duties as an attorney-adviser for inter-American affairs. NICOLAS GRABAR and SABRINA McCARTHY were summer legal interns. ☐

DUBLIN, Ireland—Exchanging "plaques of appreciation" are Embassy London legal attaché *Robert A. Keane*, left, and Embassy Dublin defense attaché *William Bournes*, center. At right is Dublin chargé d'affaires *Charles E. Rushing*.

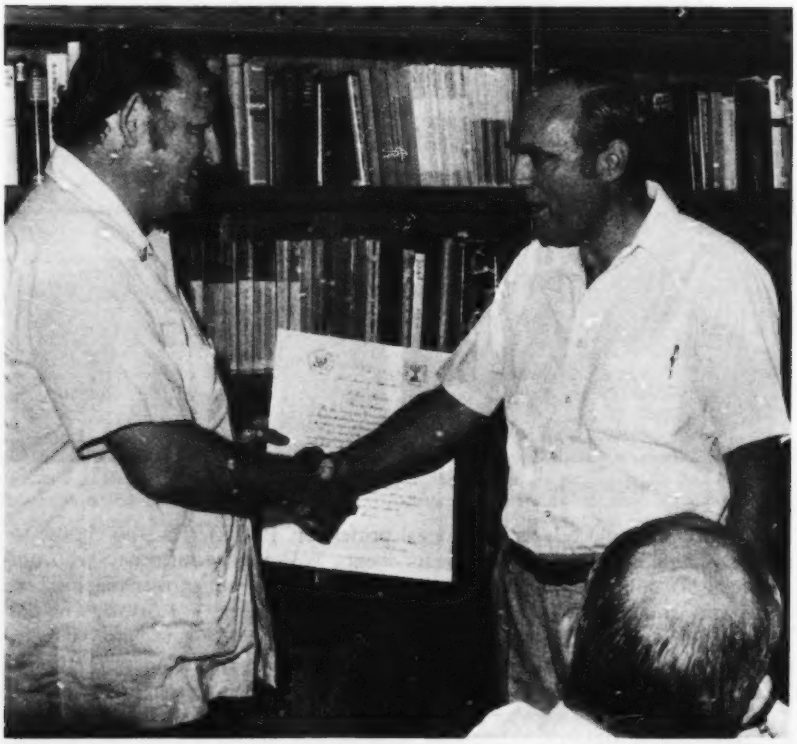
Near Eastern and South Asian Affairs

On June 2, Assistant Secretary NICHOLAS VELIOTES addressed the Department-sponsored National Conference for Editors and Broadcasters. Deputy assistant secretary PETER CONSTABLE met with the 1980-1981 Harvard International Fellows, June 4. On June 12, deputy assistant secretary JOSEPH TWINAM and NATHANIEL HOWELL, director of the Office of Syria, Jordan, Lebanon and Iraq Affairs, discussed the Middle East, at a panel session during the annual Department conference for the American Council of Young Political leaders. DAVID KORN, director, Office of Israeli and Arab-Israeli Affairs, met with the northern Virginia chapter of Hadassah in the Department, June 3. JOHN HIRSCH, deputy director, addressed the Youth Governors of the Young Men's Christian Association on a variety of area issues, at a June 24 briefing. SAMUEL R. PEALE, deputy director, Office of Egyptian Affairs, spoke at the Foreign Service Institute on July 9, on U.S. relations with Egypt.

Ambassadors recently in the bureau for consultations included: ROBERT G. NEUMANN, Saudi Arabia; JOHN R. COUNTRYMAN, ambassador-designate to Oman; and PETER SUTHERLAND, Bahrain.

Newly-arrived personnel in the bureau include: MARY ANN DUBS and MOLLY WILLIAMSON, staff assistants; STEPHEN SMITH, post management officer, replacing FRED SHEPPARD, who has departed for the American Institute in Taiwan; LUCILLE McELHOE, ROBERT GREEN and MARVIN WOLFE, budget officers; MORRIS N. HUGHES JR., special assistant for management, replacing RALPH FRANK, who has been transferred to the Junior Officer Division in the Bureau of Personnel; VIRGINIA EICHORN, secretary, replacing MARY JENKINS, transferred to Cairo; A. ELIZABETH JONES, country officer for Lebanon, replacing DAVID A. WINN, assigned to Embassy Dakar; C. DAVID WELCH, country officer for Syria, replacing BERNARD JOHNS, assigned to the Bureau of International Organization Affairs; R. BRUCE EHRNMAN, political-military affairs officer, replacing MICHAEL ARIETTI, assigned to Canberra; JO LOZOVINO, secretary, replacing SHIRLEY WALTER, who has been transferred to Embassy Reykjavik; and WILLIAM KIRBY, deputy director, Office of Israel/Arab-Israel Affairs, replacing JOHN HIRSCH, assigned to Islamabad.

TEL AVIV—Labor officer *Irwin A. Rubenstein*, left, receives Meritorious Honor Award from Ambassador *Samuel W. Lewis*.



The following were summer employees in the bureau: SUSAN BROYLES, Randolph-Macon University; RICKI ANN GOLD, University of Virginia; STEVE COLLINS, University of Virginia; CARLA SCHIFFMAN, Emory University; ANNE CLARK, Hampton Institute; WANDA MOORE, summer aide. ☐

SINAI SUPPORT MISSION

Director FRANK E. MAESTRONE traveled to San Diego to address the World Affairs Council. He participated in a press conference and television interview there. DALLAS FORD BROWN, controller, attended a one-week international affairs seminar at the University of Indiana. The International Peace Academy invited JAMES WALLEN, associate director for engineering, to present a lecture at an international peacekeeping seminar in Vienna, July 17. After participating in the seminar, Mr. Wallen traveled to the Middle East to attend meetings in Tel Aviv and Cairo and for consultations at the Sinai Field Mission. ROBERT L. KRANTZ, deputy associate director for contracts, also traveled to the field mission in July. Deputy director DONALD A. KRUSE and liaison officers ERNEST J. FISCHER II, J. TAYLOR BLANTON and GARY C. PRICE completed their tours of duty and departed the field mission for reassignment to the Department. Communications program officer LARRY E. BATES departed the field mission for reassignment to Embassy Cairo. Liaison officers WALTER DAVENPORT and DONALD J. McNALLEY arrived at the field mission to begin their tours of duty. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE and principal deputy assistant secretary HARRY R. MARSHALL JR. traveled to Buenos Aires, Brasilia and Montevideo, May 5-12, during which time they consulted with government officials on nuclear, law of the sea, environmental and science and technology affairs. Among others, they met with the chairman of the Argentine Atomic Energy Commission, the minister of foreign affairs in Brazil, the Uruguayan minister of energy and industry, and the entire Uruguayan Nuclear Regulatory Commission. On May 14, Mr. Marshall chaired the U.S. delegation in a meeting in Washington with representatives from the Swedish government, concerning nuclear affairs. Mr. Malone chaired a meeting of the bureau's advisory committee in Washington, May 20. On June 1, Mr. Marshall chaired a U.S. delegation, and was assisted by the acting assistant secretary for nuclear energy and energy technology affairs, JOHN P. BORIGHT, in a meeting with Canadian government officials, during which time they exchanged views on nonproliferation matters. On June 3, Mr. Malone chaired a U.S. delegation in a meeting with representatives of the United Kingdom in Washington. Mr. Marshall delivered a keynote address at a law of the sea symposium at the University of California at Berkeley, June 5. He also attended the meeting of the board of governors of the International Atomic Energy Agency, in Vienna, June 8-12, and was joined by the assistant secretary on June 11. Following the conclusion of the June board meeting, Mr. Malone traveled elsewhere in Europe to meet with representatives of a number of key nations regarding law of the sea matters. On June 23, Mr. Marshall presented a paper at the U.S.-Japan Energy Forum, held under the auspices of the Georgetown University Center for Strategic and International Studies. The topic of his address was "International Nuclear Cooperation."

The opening sessions of the meeting in Washington between the U.S. and Canadian delegations on law of the sea matters was chaired by Mr. Marshall, June 26. During the balance of the meeting, the deputy assistant secretary for oceans and fisheries affairs, THEODORE KRONMILLER, headed the U.S. side. Mr. Marshall also chaired the U.S. delegation in a meeting, June 13, in Washington, with Australian government representatives, to discuss nuclear cooperation matters. He was assisted by Mr. Boright. Mr. Marshall, with Mr. Boright, led the U.S. delegation in meetings, July 27-28, in Washington, with representatives of Japan, to discuss nonproliferation and nuclear cooperation matters. On July 28 and 29, Mr. Malone led the U.S. delegation in meeting with representatives of India, in New Delhi, to discuss nonproliferation matters. The resumed 10th session of the third Law of the Sea Conference opened in Geneva, August 1. In August, the President conferred on Mr. Malone the rank of ambassador, in connection with his duties as the special representative of the President to the conference. Mr. Malone is the head of the U.S. delegation and, on August 5, outlined the U.S. approach to the session, during an informal plenary.

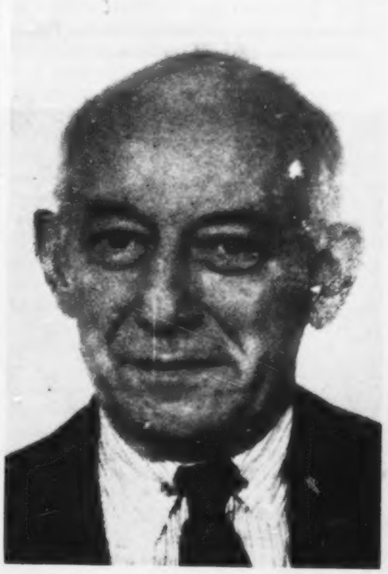
Ambassador RICHARD E. BENEDICK, coordinator of population affairs, participated in a July 14 dinner meeting of the Overseas Development Council, chaired by AID administrator PETER McPHERSON, on population growth and economic development. In recent weeks, Mr. Benedick has consulted on population issues with outgoing Ambassadors JANE COON (Bangladesh), CARLETON COON (Nepal), ERNEST PREEG (Haiti), CHARLES BRAY (Senegal), WILLIAM SWING (Liberia), and FREDERIC CHAPIN (Guatemala).

BILL L. LONG, director, Office of Food and Natural Resources, participated in a politico-military simulation exercise conducted by the Army War College, at Carlisle Barracks, Pa., July 16-18. He also addressed a meeting of the National Forest Products Association, in Washington, July 23, on international issues in tropical forest management. On September 29 he is to address the national convention of the Society of American Foresters, in Orlando, Fla., on "U.S. Policy on Tropical Forests: Status and Outlook." EDWARD C. BITTNER, deputy director of the office, was a member of the U.S. delegation to the UN Conference on New and Renewable Sources of Energy, in Nairobi, Kenya, August 10-21. His area of concern was the ecological impact of the various alternative sources of energy. DAVID W. McCLINTOCK, food and agriculture adviser in the office, was to be consulting during September with Ford and Rockefeller Foundation officials in New York, regarding areas of mutual interest and possible future cooperation in the area of agricultural science and its relationship to international affairs.

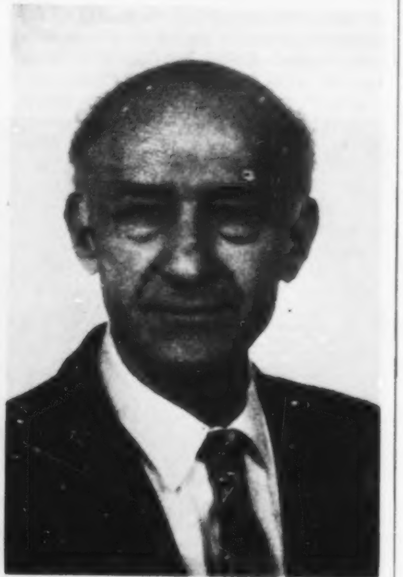
SUE PATTERSON of the Office of Environment and Health traveled to Nashville, Tenn., July 21-22, for speaking engagements jointly funded by the Bureau of Public Affairs and the Nashville groups. She addressed members of the faculty and staff at Meharry Medical College, on the exports of hazardous wastes and substances and the work of the Department's Environment Office. She spoke at the monthly meeting of the Nashville chapter of the National Women's Political Caucus, where she discussed careers in the Foreign Service as well as the hazardous exports issues. In addition, she made a live TV appearance, had newspaper interviews and met with the editorial board of The Tennessean, a newspaper. JAMES WILLIAMSON of the office attended a meeting on urban problems, in Paris, June 29-July 1.

FELIX DOROUGH, acting director, Office of Science and Technology Support, was a member of the U.S. delegation for the resumed third session of the UN Intergovernmental Committee on Science and Technology for Development, which met August 25-31 in New York. JACK MENDELSOHN participated in negotiations, with the Spanish, of a new science and tech-

Department of Look-Alikes



Mr. Rostow



Mr. Maurer

THERE IS an old adage in the legal profession that lawyers who choose to represent themselves have fools for clients. We know two attorneys who, not being fools, do not represent themselves. They do not even represent each other. But who would know the difference? Would you? Eugene V. Rostow, who got his law degree from Yale, is a former under secretary of state who has been named director of the U.S. Arms Control and Disarmament Agency. His colleague, Ely Maurer, a graduate of Columbia, has been in the legal office at State since 1946, holding a number of important assignments. He came here from the Department of Justice.

nology agreement, in Madrid, July 28-August 1. The agreement will be a supplement to the new U.S.-Spain treaty of friendship and cooperation when those negotiations are concluded. Projects in such areas as environment, urban planning, health, agriculture and natural resources will be implemented under the new agreement.

JAMES A. STORER, director, Office of Fisheries Affairs, participated in a conference on the U.S. fishing industry and regulatory reform, at the University of Rhode Island, Kingston, June 24. MARTIN PROCHNIK was Department representative at the Caribbean/Central Energy Symposium and Exhibition, in Jamaica, July 28-29. During this period he also discussed energy technology cooperation with Jamaican officials. In late May and early June, ALLEN L. SESSOMS, Office of Nuclear Technology and Safeguards, traveled to Tokyo, Japan and Seoul, Korea, where he attended a meeting on advanced safeguards technology. Later in June, Mr. Sessoms went to Vienna, Austria, to work with the International Atomic Energy Agency on nuclear safeguards. ☐

Politico-Military Affairs

Director RICHARD R. BURT attended the NATO Standing Consultative Group meetings in Brussels, August 3-4. Deputy director ROBERT DEAN participated in the NATO high-level group meetings, July 30-31, also in Brussels. JEREMY R. AZRAEL, the director's senior adviser on Soviet affairs, took part in a Rand-sponsored conference on Poland, August 3-4, in Washington. ☐

Public Affairs

Former Assistant Secretary WILLIAM J. DYESS and former acting deputy assistant secretary W. DIXON BOGGS have departed for their new posts in The Netherlands as ambassador and deputy chief of mission, respectively.

MARTIN JUDGE has joined the Office of Public Communication as chief of the Editorial Division, replacing JOHN C. KIMBALL. Mr. Judge was formerly with the Department of Health and Human Services as deputy chief of information and publications for the National Center for Health Services Research.

On July 30, the Office of the Historian hosted a tour of the Operations Center and the eighth-floor reception rooms, plus a series of briefings for visiting members of the Society for Historians of American Foreign Relations. The society held its annual summer meeting at American University, from July 30-August 1, attended by historians from around the country and the majority of the professional staff of the Office of the Historian. WILLIAM Z. SLANY, acting Department historian, participated in a panel concerning public access to U.S. foreign policy archives of the 1950s. DAVID S. PATTERSON, specialist in European history, gave a bicentennial lecture to members of the Secretary's Open Forum, and then delivered the same talk at Colgate University; the lecture was entitled "The Department of State and Arms Control: An Historical Perspective, 1940-1970."

Departing from the bureau: DAVID F. TRASK, historian, who has assumed the position of chief historian for the Center for Military History at the Department of the Army; DELIA PITTS, who has accepted a position at the World Bank; CARL RAETHER, who has transferred to the Bureau of Congressional Relations; and MADELEINE CHI, who will assume administrative and teaching duties for her order at the Convent of the Sacred Heart in Taiwan. ☐

Refugee Programs

LACY WRIGHT, director of the Kampuchean Working Group and project director for Latin American refugee resettlement, visited Geneva, July 29-31, to discuss, with the UN high commissioner for refugees, refugee resettlement in Suriname. He also met with International Red Cross officials on the Kampuchean relief effort. Mr. Wright stopped in Paris as well, to discuss with French officials the French-sponsored settlements of Indochinese refugees in French Guyana. JEFFREY MILLINGTON, deputy director of the Kampuchean Working Group, traveled to UN headquarters, July 30, to attend an informal meeting of donor representatives. Sir ROBERT JACKSON, the secretary general's special representative, chaired the meeting and led the discussion on the future of the relief program.

SHEPARD LOWMAN, deputy assistant secretary for Asian programs, attended the UN high commissioner's semiannual technical meeting on resettlement of Indochinese refugees, in early July, in Geneva. The special refugee advisory panel appointed by SECRETARY HAIG to review the Indochinese refugee situation completed its consultations with leading government officials in southeast Asia, in July. The panel's report, to be presented to the Secretary shortly, is expected to be a significant element in the forthcoming consultations within the executive branch and with Congress, as the consultations on the number of refugee admissions for fiscal year 1982 proceed. Members of the panel are MARSHALL GREEN, former assistant secretary of state for East Asian and Pacific affairs and former ambassador to Australia and Indonesia; JAMES F. GREENE, former deputy commissioner of the Immigration and Naturalization Service; RITA E. HAUSER, attorney and former U.S. delegate to the UN Human Rights Commission; and RICHARD W. WHEELER, senior vice president of Citibank, New York. Staff support was provided, from the Bureau of East Asian and Pacific Affairs, by PAUL CLEVELAND, country director for Thailand, and STUART SCHWARTZSTEIN, that bureau's coordinator for refugee matters.

CARL HARRIS, principal liaison officer with the voluntary agencies in domestic resettlement practices, has carried out a special responsibility for the Department's participation in the Khmer guided placement project, aimed at resettling Khmer in 10 cities as yet lightly populated by Indochinese refugees. Following six weeks in refugee camps in southeast Asia, as a leader of a small team to discuss the new locations with Khmer, he has been following up the project with the American Council of Voluntary Agencies in New York.

WILLIAM R. SMYSER, who was serving as the bureau's acting director, has been assigned as deputy UN high commissioner for refugees. JAMES PURCELL, deputy assistant secretary for financial management, has replaced Mr. Smyser as acting director. KARL BECK, director of the Office of African and Latin American Refugees, has been assigned as counselor for refugee and migration affairs in Geneva. AL LEHN, the Office of Asian Refugees' plans and project officer, has been reassigned to southeast Asian studies at Cornell. His replacement, DAVID WALKER, from Dar-es-Salaam, earlier assigned to Medan and Jakarta, including temporary duty with the refugee program during the 1979 Vietnamese boat refugee crisis, has reported to duty. PAULA LYNCH has been reassigned to the Office of Eastern European and Near Eastern Refugees. Replacing Ms. Lynch as staff assistant is VERA DAVIS, who had served as political officer in Buenos Aires. ■

Panel on data flows to meet September 10

The Working Group on International Data Flows of the Advisory Committee on International Investment, Technology, and Development will meet from 10 a.m. to noon, September 10, in the Loy Henderson Conference Room of the Department. The meeting will be open to the public.

The purpose will be to review progress made in publicizing privacy guidelines and to discuss preparations for the September 14-18 meeting of the Working Party on Information, Computers and Communications Policy.

Requests for information should be directed to Philip T. Lincoln Jr., Office of Investment Affairs, Bureau of Economic and Business Affairs, telephone 632-2728. The chairman will, as time permits, entertain oral comments from members of the public attending the meeting. ☐

Current Publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

Nuclear Nonproliferation, White House, 7/16/81.

Secretary Haig

International trade, Subcommittee on International Trade of Senate Finance Committee, 7/28/81 (Current Policy No. 300).

Interview on "Issues and Answers," 7/19/81 (Current Policy No. 298).

"Arms Control for the 1980s: An American Policy," Foreign Policy Association, New York, 7/14/81 (Current Policy No. 292).

Interview on "Face the Nation," 6/28/81 (Current Policy No. 291).

African affairs

"Strengthening U.S.-African Relations," Chester Crocker, assistant secretary for African affairs, African-American Institute conference, Witchita, Kan., 6/20/81 (Current Policy No. 289).

European affairs

U.S. policy toward USSR, eastern Europe and Yugoslavia, Assistant Secretary Lawrence S. Eagleburger, Subcommittee on Europe and the Middle East of the House Foreign Affairs Committee, 6/10/81 (Current Policy No. 284).

U.S. policy toward West Europe and Canada, Assistant Secretary Eagleburger, Subcommittee on Europe and the Middle East of the House Foreign Affairs Committee, 6/2/81 (Current Policy No. 283).

Inter-American affairs

"El Salvador: The Search for Peace," Thomas O. Enders, assistant secretary for inter-American affairs, World Affairs Council, Washington, 7/16/81 (Current Policy No. 296).

U.S.-Mexican relations, acting deputy assistant secretary for inter-American affairs, Everett Ellis Briggs, Subcommittee on Inter-American Affairs of the House Foreign Affairs Committee, 6/10/81 (Current Policy No. 286).

"Tasks for U.S. Policy in the Hemisphere," assistant secretary-designate for inter-American affairs, Thomas O. Enders, Council of the Americas, Washington, 6/3/81 (Current Policy No. 282).

Near Eastern and South Asian affairs

Statement on Israeli raid, before Security Council, Ambassador Jeane J. Kirkpatrick, U.S. permanent representative to the United Nations, 6/19/81 (Current Policy No. 288).

"Afghanistan: 18 Months of Occupation," Eliza Van Hollen, Bureau of Intelligence and Research, 8/81 (Special Report No. 86).

Human rights

"U.S. Commitment to Human Rights," Walter J. Stoessel Jr., under secretary for political affairs, Subcommittee on Human Rights and International Organizations of House Foreign Affairs Committee, 7/14/81 (Current Policy No. 293).

International economics

"Approach to Foreign Economic Issues," Myer Rashish, under secretary for economic affairs, Joint Economic Committee of Congress, 7/14/81 (Current Policy No. 294).

"Energy in U.S. Foreign Policy," assistant secretary for economic and business affairs, Robert D. Hormats, Japan-American energy forum, Washington, 6/22/81 (Current Policy No. 290).

International organizations

"General View of the UN System," assistant secretary for international organization affairs, Elliott Abrams, United Nations Association-U.S.A., New York, 6/5/81 (Current Policy No. 287).

International terrorism

"International Terrorism," under secretary for management, Richard T. Kennedy, Senate Foreign Relations Committee, 6/10/81 (Current Policy No. 285).

GISTs

International narcotics control (7/81).
Khmer relief (6/81).

Background Notes

Austria (6/81).
Bangladesh (6/81).
Cape Verde (5/81).
Czechoslovakia (5/81).
Jordan (6/81).
Kuwait (6/81).
Zaire (7/81).
Index of Notes (6/81). ■

BANGKOK, Thailand—Ambassador *Morton I. Abramowitz*, right, presents Meritorious Honor Award and $500 cash award to *Thomas Miller* for his performance at the consulate in Chiang Mai. *Mrs. Miller* was at the ceremony with *Julie* and *Eric Miller*.

—(Continued from Page 1)

ment of the United States that when a man commits a crime so heinous that the law provides no adequate punishment for it, they make him consul-general to Tangier."

Sincerely,
JEFFREY GORSKY ☐

No pamperer he

MOBILE, ALA.

DEAR SIR:

The regional medical officer, Dr. David Fringer, complained in the May letters column that airborne U.S. ambassadors ride tourist-class, while ambassadors of other countries are forward in first-class. Plaintively, he asks: "Doesn't anybody care?"

Believe me, Dr. Fringer, I don't care. I just couldn't care less.

Sincerely,
RICHARD P. WILSON
(retired) ☐

The Turkish trot

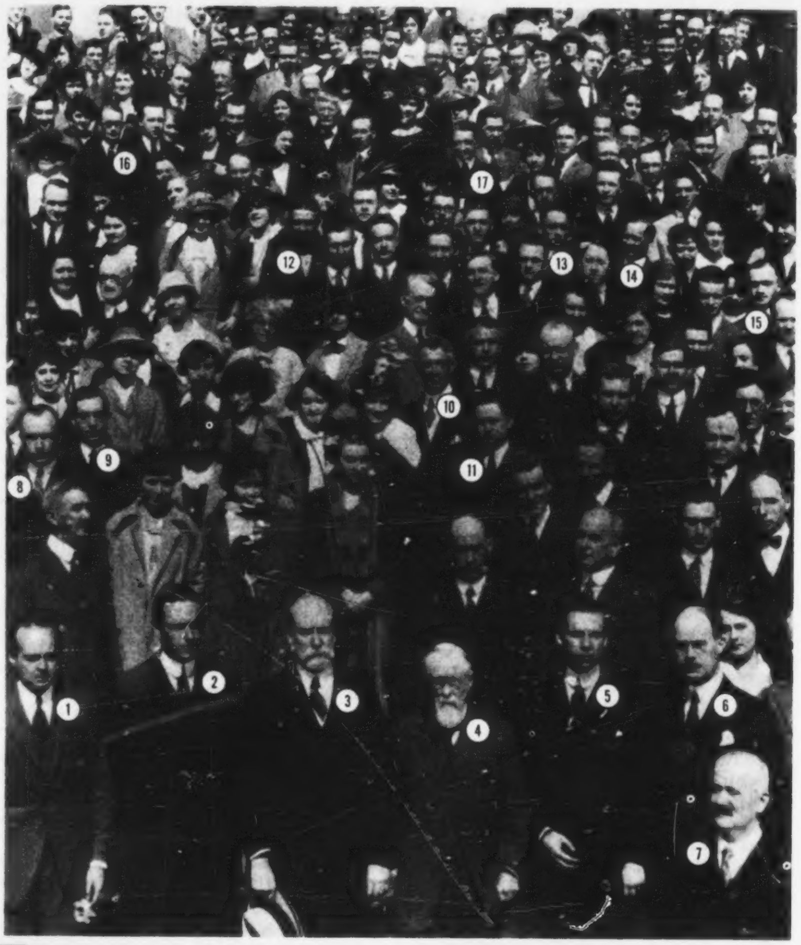
ANKARA, TURKEY

DEAR SIR:

After reading with interest your article on B.J. D'Urso in the April issue, I was wondering if you would be so kind as to give our "Jazzercise" classes in Ankara equal publicity. The enclosed photo was taken at one of our Monday night sessions. . .

Sincerely,
KAREN BOWMAN
Political Section ☐

From left: *Karen Aydin, Mary Feeney, Marty Cottrill, Suheyla Sabuncuoglu, Jerre Pinson. (Photo by Ahmet Ayadogdu)*



THE editor of STATE is making progress in identifying the individuals in this 1922 "class picture" of the Department. After the photo appeared on the cover of the June issue, several readers—among them, R. Henry Norweb, Cleveland; Alexander A. Klieforth, San Diego; Samuel Sokobin, Atherton, Calif; and Fletcher Warren, Greenville, Tex.—have written to the editor, naming the persons they think they had known—as follows:

1. *Leland Harrison,* assistant secretary; 2. *William Phillips,* under secretary; 3. Secretary *Charles Evans Hughes;* 4. *Alvey A. Adee,* assistant secretary; 5. Either *Robert Woods Bliss,* assistant secretary, or *Herbert C. Hengstler,* consular officer; 6. *Wilbur Carr,* director of Consular Service; 7. *William McNair,* chief of Bureau of Accounts; 8. *Stanley Hornbeck;* 9. *Dorsey Richardson;* 10. *Sheldon Whitehouse;* 11. *Green Hackworth;* 12. *J. Clare Huddle;* 13. *Joseph R. Evans;* 14. *Robert Kelley;* 15. *Dewitt Clinton Poole;* 16. *Stokely Morgan;* 17. *Alfred W. Klieforth.*

The latter was the father of Alexander Klieforth, who, in his letter to the editor, reminisced: "In 1922 the Department was small and famlial. People not only knew each other, they saw much of each other and cared. This included the Secretary. To illustrate. One Saturday morning when my father took me along we met the Secretary in the foyer. Mr. Hughes had a reputation, undeserved, of being stern and cold; he was not, actually being shy. I (then "4 going on to 5") thought of him as a Santa Claus-type. Anyway Mr. Hughes that morning took me along to his office and patiently had me learn the Roman numerals I-XII from his pocket watch, checking me out with a tall grandfather clock which stood outside of his own room. Then he walked me to my father's office; he obviously knew where it was and it did not occur to me until very much later that a Secretary of State knowing where a relatively junior officer worked might be considered noteworthy." ■

New Directives

Organization and functions

The functional statement for the under secretary for management has been amended to include the classification/declassification responsibility of the under secretary with respect to the Department's overall administration of Executive Order 12065. (TL:ORG-134)

General

The Office of Management and Budget (OMB) has requested that, effective April 1, 1981, all departments and agencies use a revised Standard Form 83 when submitting documents for OMB review under Executive Order 12291 and the Paperwork Reduction Act of 1980. (FAMC No. 19A)

Procedures and guidelines for the preparation and submission of the official post reports have been revised and amended in an effort to: (a) standardize the schedules for submission; (b) expedite publication; and (c) insure timeliness of information.

A new schedule for complete revision of post reports is added (Section 173.2a), and other changes have been made. (Uniform Foreign Affairs Regulations) (TL:GEN-200)

Effective March 2, 1981, the former title of "regional security supervisor" is changed to "associate director for security" and security officer (technical) is changed to "security engineering officer." The title "foreign buildings project supervisors" is redesignated as "project managers." (TL:GEN-201)

Personnel

The policies and procedures governing conversion of current senior officers in the Foreign Service (other than those available for domestic service only) to the Senior Foreign Service, created by Public Law 96-465, the Foreign Service Act of 1980, have been established. (FAMC No. 8)

The validity of FAMC No. 749, "The Career Candidate Program," has been extended to April 22, 1982. (FAMC No. 17)

Certain sections of 3 FAM 680, "Medical and Health Program," have been amended to implement benefits authorized by the Foreign Service Act of 1980. (FAMC No. 20)

The validity of FAMC No. 790, "Hours of Duty for Foreign Service Officers and Foreign Service Information Officers," has been extended to April 23, 1982. (FAMC No. 21)

Procedures have been established for the nomination of eligible career members of the Senior Executive Service (SES) from the Department of State for the 1981 awarding of the Presidential ranks: meritorious executive ($10,000), for sustained accomplishment, and distinguished executive ($20,000), for sustained extraordinary accomplishment. This circular gives effect for the Department to FPM Letter 920-10, from the Office of Personnel Management (OPM), calling for agency nominations by May 15, 1981. Copies of the FPM letter have been sent to all eligible SES personnel and also may be obtained from the Office of Performance Evaluation, Room 2803, Main State Building. (FAMC No. 22)

The validity of FAMC No. 727, "Access to Personnel Records," has been extended to April 23, 1982. (FAMC No. 23)

Authority has been provided for the promotion of certain members of the Service who are assigned to a salary class in the Foreign Service Schedule. (FAMC No. 24)

The validity of FAMC No. 793, "Foreign Service National/American Family Member Appointments," has been extended to April 26, 1982. (Uniform Foreign Affairs Issuance) (FAMC No. 25)

This circular transmits amended Pages B-3 and B-4 to FAMC No. 7, "Conversion of Personnel Under the Foreign Service Act of 1980." The amended pages include the Senior Foreign Service pay levels, as approved by the under secretary for management on behalf of the Secretary of State on May 1, 1981. (FAMC No. 81-27)

Page A-1 has been reissued and transmitted to amend Page B-1 of FAMC No. 8, "Conversion of Current Senior Officers to the Senior Foreign Service." The amended Page B-1 contains the Senior Foreign Service conversion pay table, which was approved by the under secretary for management on behalf of the Secretary, May 1, 1981, effective as of February 15, 1981. (FAMC No. 81-28)

The validity of FAMC No. 24, "Precepts for the Commissioning and Tenure Board," dated June 12, 1980, has been extended to June 11, 1982. (FAMC No. 81-29)

Financial management

Subchapters 510 and 520 have been reissued to delete AID from the headings on each page and to correct the chapter title. (Uniform Foreign Affairs Regulations) (TL:FIN-260)

General services

These regulations are authorized by Section 901 (14) of the Foreign Service Act of 1980, which provides for payment of travel and transportation expenses for relocation of Foreign Service personnel, including employees assigned from the Department of State, AID and ICA to public and private nonprofit organizations under 3 FAM 148.

Pending drafting and issuance of regulations in 6 FAM 148, this regulation applies to Foreign Service personnel in the Departments of State, Agriculture, Commerce, ICA, AID, the Arms Control and Disarmament Agency and the Peace Corps. It should be read by members of the Service in these agencies in conjunction with individual agency directives implementing payment of domestic relocation allowances. (Uniform Foreign Affairs Issuance) (FAMC No. 26)

Auto parts and services for American vehicles are not available at certain posts. For this reason, employees at these posts may ship their foreign-made, foreign-purchased, privately-owned vehicles to the United States at Government expense.

The following posts have been granted this exception: Bombay, Calcutta, New Delhi and Malabo. (Uniform Foreign Affairs Regulations) (TL:GS-277)

Chapter 500 has been changed in accordance with Public Law 426, and the Foreign Service Act of 1980, and incorporates CA-10474 and A-3835. Major changes include renaming the chapter from "Commissary and Recreation Facilities" to "Post Employee Services," more closely defining membership requirements, detailing the steps in liquidation of an association, and increasing association reporting requirements. (Uniform Foreign Affairs Regulations) (TL:GS-278)

The maximum per diem rates for official travel have been changed for various locations in Alaska and Puerto Rico. The following areas have been added to the list of various localities: Ketchikan, Petersburg, Sitka-Mt. Edgecombe, Wrangell, Luquillo, and all other localities have been added to San Juan. (Uniform Foreign Affairs Regulations) (TL:GS-279)

Effective April 7, 1981, the weight allowance for shipment of layettes was increased from 160 to 250 pounds, and the period of shipment before the expected birth was extended from 45 to 120 days. (Uniform Foreign Affairs Regulations) (TL:GS-280)

Excerpts from the Foreign Service Act of 1980 relating to travel and transportation have been included in Subchapter 180. These regulations became effective February 15, 1980. (Uniform Foreign Affairs Regulations) (TL:GS-282)

New graphics standards for publications and audio-visual services have been issued in the U.S. Department of State Graphics Standards Handbook. The Audio Visual Services and Publishing Services Divisions are jointly responsible for implementing the standards. Bureaus are required to comply with the standards when they request audio-visual or publication and design work. (TL:GS-1089) ■

Library Services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

—Loan of books, periodicals, and government documents

—Locating and borrowing items from other libraries

—Assistance in finding information (legal, statistical, historical, biographical, etc.)

—Automated retrieval of information relating to foreign affairs

—Daily newspapers (back issues on microfilm)

You can be sure your dollars are well-spent when you give to the Combined Federal Campaign, which helps support 212 service organizations of the United Way, the national health agencies, and international, national and local non-affiliated agencies.

Obituaries

Mary C. Schloeder, 62, librarian at the Foreign Service Institute for the past 15 years, died of cancer in Alexandria Hospital on July 4.

Mrs. Schloeder

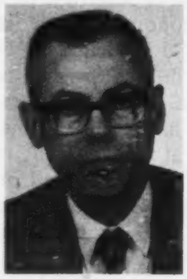
Born in Kansas City, Mrs. Schloeder graduated from St. Mary's College in Kansas and earned a master's in library sciences from Catholic University in Washington. She was a cataloguer for the D.C. Public Library, 1951-56, and for the State Department, 1956-61. After working at the Library of Congress for two years as senior Dewey decimal classifier, she returned to the Department in 1963 as assistant librarian at the institute. In 1966, she became chief librarian there.

Mrs. Schloeder was a member of Delta Epsilon Sigma, the national library science honor society, and Beta Phi Mu, a national scholastic honor society. She was also a member of the Special Libraries Association, the D.C. Library Association and the Potomac Technical Processing Librarians.

Active in the Catholic Church, Mrs. Schloeder was a former president of the Alexandria Deanery Council of Catholic Women, the International Federation of Catholic Alumnae and the Washington chapter of St. Mary College Alumnae Association. A member of Blessed Sacrament Church in Alexandria, she was also historian and parliamentarian for the Richmond Diocese Council of Catholic Women.

Mrs. Schloeder leaves her daughter, M. Kathleen Schloeder, a Foreign Service employee assigned to London with ICA, and a sister. The family suggests contributions to the Library Building Fund, St. Mary College, Leavenworth, Kan. □

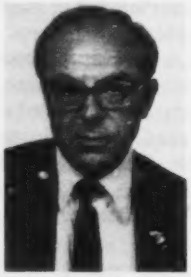
James K. Matter, 46, an economic/commercial officer in Monrovia, 1978-80, died of leukemia at George Washington University Hospital on July 18.


Mr. Matter

Mr. Matter, a native of Pennsylvania, graduated from Harvard University. He served in the Army for two years before joining the Department in 1956. He was consular officer in Hong Kong, 1961-63, and Zurich, 1963-66. After serving in the Department as an international economist in the Bureau of Near Eastern and South Asian Affairs, he was assigned to Tel Aviv. Returning to Washington in 1974, he served in the Bureau of Intelligence and Research, Monetary and Investment Division. In 1980 he was assigned to the Office of West African Affairs.

Mr. Matter leaves his wife, of 437 Glyndon St. N.E., Vienna, Va. 22180, and three daughters. □

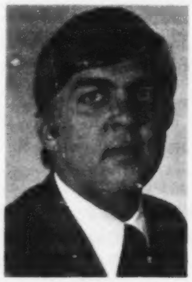
Robert F. Pfeiffer, 51, a labor/political officer in the Bureau of East Asian and Pacific Affairs, died of a heart attack on July 6.


Mr. Pfeiffer

Serving in Japan for 10 years early in his career, Mr. Pfeiffer was vice consul in Fukuoka, then labor officer and second secretary in Tokyo. From 1971-74, he was an international economist at the Organization of European Cooperation and Development in Paris. He served as labor/political officer and second secretary in Geneva for four years before his assignment to East Asian and Pacific Affairs, Office of Regional Affairs, in 1979.

Mr. Pfeiffer, a native of New York, graduated from Harvard in 1951, and served in the Army, 1952-56. Survivors include his wife, of 3308 Peace Valley La., Falls Church, Va. 22044, and two children. □

Philip R. Hanson, a general services building management officer in Ougadougou since 1979, died in an airplane crash in Lome, Togo, on June 25. He was 35.


Mr. Hanson

Mr. Hanson, a native of Minnesota, served with the Peace Corps in the Ivory Coast, 1968-70. Joining ACTION in 1972, he was associate Peace Corps director for programming and training in Rabat. He became a country director in 1979, shortly before joining the State Department later that year.

A graduate of the University of Arizona, Mr. Hanson completed a master's in international management in 1972. Survivors include his wife, of 423 S. Vermont St., Mason City, Io., 50401, and an infant son. □

Mary L. Bayer, 56, a Foreign Service secretary assigned to Madrid since 1978, died on June 27 after a cardiac arrest.

Ms. Bayer

Joining the Foreign Service in 1954, Ms. Bayer served at many posts, including Bogota, Tangier, Lima, Libreville, Havana, Wellington, Valetta, The Hague, Tel Aviv and Helsinki.

Ms. Bayer also served in the Department with the Bureau of Inter-American Affairs, 1961-63.

Survivors include a brother, Frank J. Bayer, of 232 S. 3rd St., Lehighton, Pa. 18235, and two sisters. □

Mouffac T. Chatti, 51, an Arabic language instructor at the Foreign

Service Institute, died of a heart attack, at his home in Arlington, on July 1. Born in Damascus, Mr. Chatti attended the Syrian University College of Law in Damascus, then completed a bachelor's at American University in Washington. He taught sociology at several colleges before joining the Department in 1972. Mr. Chatti was the author of several articles in professional journals. Survivors include his brother, Dr. Bourham Chatti of Kuwait, and a sister, Insaf Chatti of Damascus. □

John T. Wheelock, 56, an employee of the Classification/Declassification Center and a Foreign Service officer for 30 years, died in Suburban Hospital on July 13 after a car accident in Bethesda.

A specialist in Near Eastern affairs, Mr. Wheelock served as economic officer in Aleppo for three years. He was principal officer in Aden and Muscat and Oman, 1962-65. After serving as political officer in Jerusalem, 1969-73, he was appointed principal officer in Doha. During the early '50s he served in Paris as a technical assistant, and in Basel and Noumea as consular officer. Retiring in 1980, he continued to work at the Department as a consultant on the declassification of documents relating to the mid-East.

Mr. Wheelock was a native of Illinois. He graduated from Princeton and served in the Navy, 1943-46. Survivors include his wife, of 8846 Belmont Rd., Potomac, Md. 20854, and three sons. The family suggests contributions to the Mental Health Association of Montgomery County or to the National Wildlife Federation. □

Jess F. Reed, a Foreign Service officer who retired in 1972 after serving as economic/commercial officer in Dusseldorf, died on June 7. He was 59.

His first assignment was to Stuttgart as cultural affairs officer in 1952. After brief assignments to Berlin and Bonn, he served as visa officer in Havana, 1954-56. Returning to Germany in 1956, he was appointed economic officer, first to Berlin and then Bonn. He was economic officer in Warsaw, 1960-62, and in Vienna, 1966-68. From 1968-70, he was assigned to the Department as a personnel officer.

Mr. Reed, a native of Indiana, earned a bachelor's at the University of Washington, and a master's at the University of California. He served in the Navy, 1940-46 and 1951-52. He leaves his wife, of Rte. 1, Box 62A, Greenback, Tenn. 37742, three children and two stepchildren. □

Luther I. Replogle, 79, who was ambassador to Iceland, 1969-72, and who established the Department's Replogle Award in 1973, died on July 3.

Mr. Replogle

Mr. Replogle was a midshipman at the U.S. Naval Academy. In 1930, he founded Replogle Globes, Inc. The company grew to become the world's largest manufacturer of geographical globes. The $1,500 Replogle Award, which was funded by him, is given for achievement in management improvement.

Mr. Replogle, a native of Pennsylvania, was a trustee of the Princeton Theological Seminary and a director of Goodwill Industries in Chicago. He was also a member of the President's Committee of the University of Chicago. Survivors include three daughters. □

William W. O'Brien, 48, a Foreign Service communications officer who retired in 1979, died on July 15. Joining the Service in 1966, he was communications and records clerk in Niamey and Luanda. After assignments as communications and records assistant in Bangkok, 1969-70, and Seoul, 1970-73, he was appointed communications and records officer in Ougadaugou. Survivors include his wife, of 1333 Ramblewood La., Woodlyn, Pa. 19094. □

Frank K. Hefner, 63, a Foreign Service officer who retired in 1967, died of cancer, at his home in Old Lyme, Conn., on June 12. Joining the Department in 1950, he was executive director of the Bureau of German Affairs, 1952-54, and served in Bonn as first secretary and counselor for administrative affairs.

Mr. Hefner

In 1957, he was appointed director of the executive staff, Bureau of Economic Affairs. After serving briefly as chief of the Economic Development Division, he was appointed deputy director of the Office of International Finance-Development Affairs. Mr. Hefner was deputy representative, with personal rank of minister, at the International Atomic Energy Agency in Vienna, 1963-65.

Assigned to the Department in Washington for the last two years of his career, he served as director of the Management Reports and Interagency Liaison Program.

Mr. Hefner, a native of Austria, received a bachelor's from Westminster College in Missouri, and a master's from the University of Missouri. He worked for the Bureau of Budget, 1944-49, and the Department of Commerce, 1949-50. Survivors include his wife, of Neck Rd., Huntley La., Old Lyme 06371, a daughter, a son, his father, a sister and three grandchildren. □

Gordon D. Johnson, 66, a Foreign Service officer whose last assignment was to Seoul as second secretary in 1962, died on June 14. Joining the Foreign Service in 1951, he served in Athens as procurement and supply officer, then as construction supervisor. Assigned to Tel Aviv as general services officer in 1954, he became consular officer and second secretary there in 1957. He was a supervisory administrative officer in the Department, 1960-62, and retired in 1965. Survivors include his wife, of P.O.

Box 8501, Newport Beach, Calif. 92660. □

Roswell Pinckney, 84, a former supervisor in the Duplication and Reproduction Division, died of a heart ailment on July 11 in Atlanta. Mr. Pinckney was an assistant messenger at the War Department, then at the old Veteran's Bureau, before joining State in 1923. He retired in 1960. Survivors include one son, Roswell H. of Washington, a sister, a brother and two granddaughters. □

Pamela Dianne Bird, 36, daughter of retired Foreign Service officer H. Reid Bird and his wife, Pamela, died in a car accident in Coral Gables, Fla., on June 20. Ms. Bird lived abroad with her parents in Brazil, Aruba, Belfast and Lisbon. Besides her parents, of 11 Library Lane, Old Lyme Ct., she is survived by a sister. □

Vaughn Hansard Pratt, 60, wife of Foreign Service officer James W. Pratt, who retired in 1971, died on February 3 of a heart attack, according to word received recently in Washington. She had accompanied her husband on assignments which included Buenos Aires, Moscow, Regensburg, Frankfurt, Budapest, Cornell University, the U.S. mission to the United Nations, the Army War College and the National War College. Mrs. Pratt leaves her husband, of 46 Dolphin Dr., Treasure Island, Fla. 33706, and two sons. ■

Government benefits vs. private sector benefits: a study

Culminating seven years of study, the U.S. Office of Personnel Management has completed the first full-scale comparison of private and federal employee benefits.

The survey shows that, as of October 1980, the federal benefits package was 4.7% ahead of average nonfederal benefits. Most of the advantage came in retirement benefits. Federal retirement benefits total 28.2% of pay (the amount the employer pays into a fund to finance the benefits, excluding employee contribution), while private retirement benefits, including Social Security, total 16.7%. There are several reasons for the difference, according to the report, the most important being an earlier allowable retirement age for federal workers (55 after 30 years), and the fact that federal annuities are fully indexed for inflation. Very few private pension plans have such a feature.

In other areas, private sector employees tend to have an advantage. Life insurance benefits represent .5% of pay for the private sector worker, as opposed to .3% for the federal worker. Private firms typically pay a larger share of premium cost.

Although federal and private sector workers generally receive comparable benefits from their health insurance plans, private employers generally pay a greater share of the premium cost. Thus, the value of health insurance coverage provided to the federal worker is $760 per employee per year, while the private worker receives a benefit equal to $1,045 per employee per year.

Secondary benefits also favor the private sector employee, where such benefits total 5.5% of pay. This represents the combined value of such benefits as profit sharing, stock purchase plans, savings and thrift plans, bonuses, employee discounts on company products, employer-furnished autos, educational assistance, etc. For federal workers, such benefits total only .3% of pay.

Private sector workers put in slightly fewer hours on the job than federal workers, 2,062 per year as against 2,080. The standard federal workweek is 40 hours, while some companies in private industry have 35 or 37½-hour weeks. But federal employees get more time off (holidays, annual leave, sick leave and paid rest periods) than private workers, 367 hours per year for federal workers, 360 for private sector employees.

The "standardized cost" method used to compute these figures eliminates differences in values for benefits caused by differences in the characteristics of the work forces being compared, employer financing procedures, or economic assumptions, etc. Only the actual benefit provisions themselves influence the final valuations. □

Record on '52-'54 Geneva conference is published

The Department has released "Foreign Relations of the United States, 1952-1954, Vol. XVI, The Geneva Conference." This is the second of 16 volumes scheduled for the years 1952-1954. "Volume III, United Nations Affairs," was issued by the Department in 1979. The Foreign Relations series has been published continuously since 1861 as the official record of American foreign policy.

This volume presents 1,597 pages of previously unpublished documentation (much of it newly-declassified) on the Geneva Conference of 1954. The volume contains two sections, the first on the conference on Korea, which met from April 26 to June 15, the second on the conference on Indochina, which ran from May 8 to July 21. Both sections contain numerous pre-conference documents, as well as records of proceedings, side talks, and communications between the U.S. delegations and Washington.

"Foreign Relations, 1952-1954, Volume XVI," was prepared in the Office of the Historian, Bureau of Public Affairs. Copies of Volume XVI (Department of State publication 9167) may be obtained for $20 (domestic postpaid). Checks or money orders should be sent to the U.S. Government Book Store, Department of State, Washington, D.C. 20520.

For information, contact John P. Glennon, (202) 632-7768. □

Reaching people who need you: that's what the Combined Federal Campaign is all about.

Library Booklist

The People's Republic of China

Second part of a two-part bibliography*

Science and medicine

Sun, Rhoda Lee. *Health services in the People's Republic of China: a blueprint for human and social development.* Cambridge, MA, Schenckman, 1980. 123p. RA395.C6S95

Suttmeier, Richard P. *Science, technology and China's drive for modernization.* Stanford, CA, Hoover Institution Press, 1980. 121p. $6.95 Q127.C6S87

U.S. Congress. House Committee on Science and Technology. *Background readings on science, technology and energy R&D in Japan and China.* Washington, DC, Government Printing Office, 1981. 499p. Q127.J3B3

U.S. Nuclear Science Delegation to the People's Republic of China. *Nuclear science in China.* Washington, DC, National Academy Press, 1980. 204p. QC792.78.C6U56

Economics/trade

Barnett, A. Doak. *China and the world food situation.* Washington, Overseas Development Council, 1979. 115p. HD9016.C6B37

Barnett, A. Doak. *China's economy in global perspective.* Washington, DC, Brookings Institution, 1981. 752p. HC427.92.B37

Business with China. White Plains, NY, Knowledge Industry Publications, 1979. 63p. $19.95 HC427.92.B87 Ref.

DePauw, John W. *U.S.-Chinese trade negotiations.* New York, Praeger, 1981. 231p. HF1732.C5D4

Domes, Jurgen. *Socialism in the Chinese countryside; rural societal policies in the People's Republic of China, 1949-1979.* Montreal, McGill-Queen's University Press, 1980. 189p. $30.95 HD2098.1980.

Fung, Lawrence, ed.. *China trade handbook.* Hong Kong, Adsale People, 1980; distrib. by Facts on File, New York. 295p. HF3837.C45 Ref.

Howe, Christopher. *China's economy, a basic guide.* New York, Basic, 1978. 248p. $16.00; $4.95 paper. HC427.9.H69

MacDougall, Colina, ed. *Trading with China: a practical guide.* London; New York, McGraw-Hill, 1980. 263p. HF3836.5.T72

Rawski, Thomas G. *China's transition to industrialism; producer goods and economic development in the twentieth century,* Ann Arbor, MI, University of Michigan Press, 1980. 211p. HC427.8.R38

Sobin, Julian M. *China trade: a practical guide to buying, selling, and marketing in the People's Republic of China.* New York, Wiley, 1980. $25.00

Tang, Anthony M. and Bruce Stone. *Food production in the People's Republic of China.* Washington, D.C., International Food Policy Research Institute, 1980. 179p. HD2097.T34

U.S. Congress. Joint Economic Committee. *Chinese economy post-Mao: a compendium of papers.* Washington, D.C., Government Printing Office, 1978. HC427.9.C56

Politics

Beaufort, Simon de. *Yellow earth, green jade: constants in Chinese political mores.* Cambridge, MA, Center for International Affairs, Harvard University, 1978. 90p. DS779.26.B4

Documents of Dissent: Chinese political thought since Mao. Stanford, CA, Hoover Institution Press, 1980. 108p. DS779.26.D62

Garside, Roger. *Coming alive: China after Mao.* New York, McGraw-Hill, 1981. 456p. DS779.26.G37

Goodman, David S. *Beijing street voices; the poetry and politics of China's democracy movement.* Salem, NH, M. Boyars, 1981. 192p.

Greenfield, Jeanette. *China and the law of the sea, air, and environment.* Germantown, MD, Sijthoff & Noordhoff, 1979. 362p. JX4422.C5G73

Taylor, Robert. *China's intellectual dilemma; politics and university enrollment, 1949-1978.* Vancouver, University of British Columbia, 1981. 215p. LB2351.T29

Yim, Kwan Ha, ed. *China since Mao.* New York, Facts on File, 1980. 202p. DS779.26.Y55

Foreign policy

Bobrow, Davis B. et. al. *Understanding foreign policy decisions: the Chinese case.* New York, Free Press, 1979. 242p. DS740.5.U5B555

Arora, Radhe Sham. *Ambassadors exchanged after thirty years: Sino-American relations, 1949-1979.* New Delhi, Institute for the Study of International Relations, 1980. 234p. DS740.5.U5A76

Bonds, Ray, ed. *The Chinese war machine: a technical analysis of the strategy and weapons of the People's Republic of China.* London, Salamander Books, 1979. 184p. UA835.C454 Ref.

Camilleri, Joseph. *Chinese foreign policy; the Maoist era and its aftermath.* Seattle, University of Washington Press, 1980. 311p. DS740.4.C25

Congressional Quarterly, Inc. *China: U.S. policy since 1945.* Washington, DC, 1980. 387p. $10.95 E740.5.U5C75 1980 Ref.

Copper, John Franklin. *China's global role: an analysis of Peking's national power capabilities in the context of an evolving international system.* Stanford, CA, Hoover Institution Press, Stanford University, 1980. 181p. $7.95 DS779.26.C66

Fingar, Thomas, ed. *China's quest for independence; policy evolution in the 1970s.* Boulder, CO, Westview, 1979. 236p. UA835.G4 C4737

Gelber, Harry Gregor. *Technology, defense, and external relations in China, 1975-1978.* Boulder, CO, Westview, 1979. 236p. UA835.G4

Gurtov, Melvin and Byong-Moo Hwang. *China under the threat; the politics of strategy and diplomacy.* Baltimore, London, The John Hopkins University Press, 1980. 336p. DS777.8.G87

Hsiung, James C. and Samuel S. Kim, eds. *China in the global community.* New York, Praeger, 1980. 271p. DS779.27.C49

Jacobsen, C. G. *Sino-Soviet relations since Mao; the Chairman's legacy.* New York, Praeger, 1981. 170p. DS740.5.R9J33

Lim, Joo-Jock. *Geo-strategy and the South China Sea basin: regional balance, maritime issues, future patterns.* Singapore: Singapore University Press, 1979. 126p. DS518.1.L544

Louis, Victor E. *The coming decline of the Chinese Empire.* New York, Times Books, 1979. 198p. $12.50 DK68.7.C6L67

Middleton, Drew. *The duel of the giants: China and Russia in Asia.* New York, Scribner, 1978. 241p. $10.95. DS740.5.R9M48

Rhode, Grant F. and Reid E. Whitlock, comps. *Treaties of the People's Republic of China, 1949-1978: an annotated compilation.* Boulder, CO, Westview Press, 1980. 207p. $24.50 JX926.1980.C47 Ref.

Schaller, Michael. *The United States and China in the twentieth century.* New York. Oxford University Press, 1979. 199p. $9.95 DS740.5.U5S323

Schell, Orville. *"Watch out for the foreign guests!": China encounters the West.* New York, Pantheon Books, 1980. 178p. $8.95 DS724.S3

Shichor, Yitzhak. *The Middle East in China's foreign policy, 1949-1977.* Cambridge, New York, Cambridge University Press, 1979. 268p. $25.00 DS63.2.C5S52

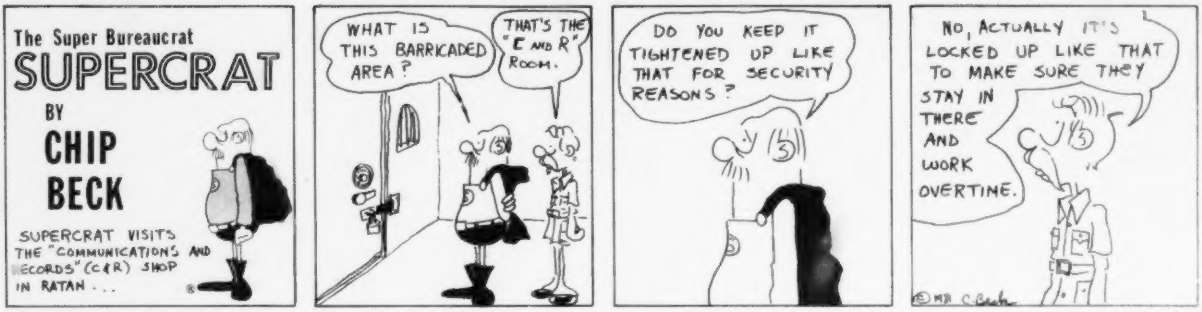
U.S. Congress. House. Committee on Foreign Affairs. Subcommittee on Asian and Pacific Affairs. *The United States and the People's Republic of China: issues for the 1980's: hearings.* Washington, Government Printing Office, 1980. 163p. DS740.5.U5U5115

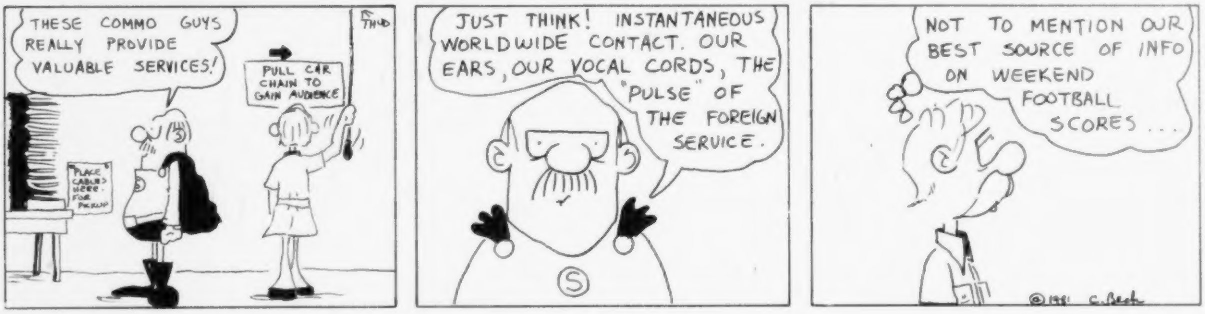
Weinstein, Warren and Thomas H. Hendriken, eds. *Soviet and Chinese aid to African nations.* New York, Praeger, 1980. 184p. DT38.9.R9S65

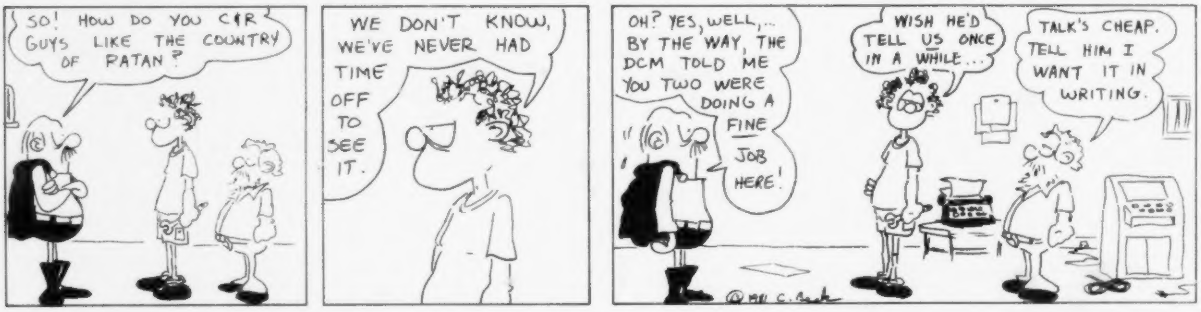
Wich, Richard. *Sino-Soviet crisis politics: a study of political change and communication.* Cambridge, MA, Harvard University Press, 1980. 313p. $15.00 DS740.5.R8W53

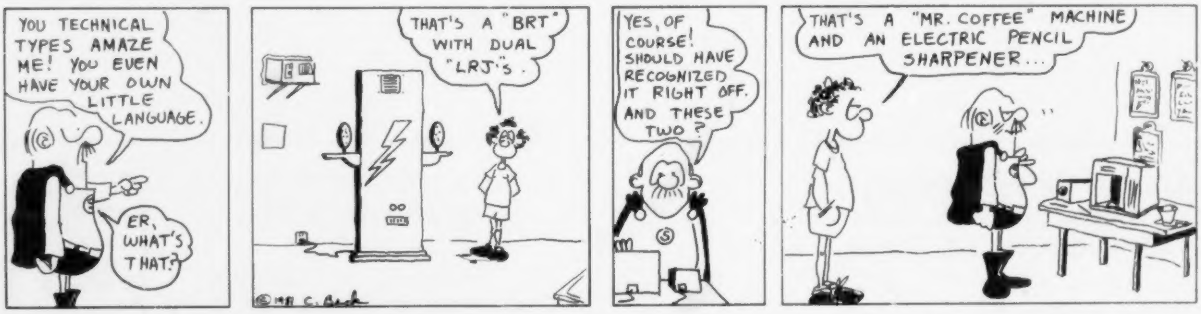
Woodward, Kim. *The international energy relations of China.* Stanford, CA, Stanford University Press, 1980. 717p. $50.00 HD9502.C6W67 ■

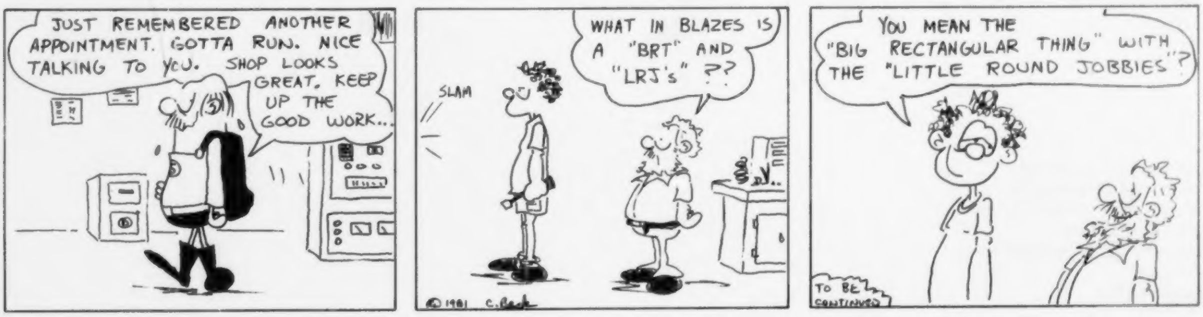
**The first part appeared in the July issue and contained a list of periodicals on China, as well as general and historical works.*


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
SUPERCRAT VISITS THE "COMMUNICATIONS AND RECORDS" (C&R) SHOP IN RATAN . . .
WHAT IS THIS BARRICADED AREA?
THAT'S THE "E AND R" ROOM.
DO YOU KEEP IT TIGHTENED UP LIKE THAT FOR SECURITY REASONS?
NO, ACTUALLY IT'S LOCKED UP LIKE THAT TO MAKE SURE THEY STAY IN THERE AND WORK OVERTIME.
© 1981 C. Beck


THESE COMMO GUYS REALLY PROVIDE VALUABLE SERVICES!
PULL C&R CHAIN TO GAIN AUDIENCE
PLACE CABLES HERE FOR PICKUP
THUD
JUST THINK! INSTANTANEOUS WORLDWIDE CONTACT. OUR EARS, OUR VOCAL CORDS, THE "PULSE" OF THE FOREIGN SERVICE.
NOT TO MENTION OUR BEST SOURCE OF INFO ON WEEKEND FOOTBALL SCORES . . .
© 1981 C. Beck


SO! HOW DO YOU C&R GUYS LIKE THE COUNTRY OF RATAN?
WE DON'T KNOW, WE'VE NEVER HAD TIME OFF TO SEE IT.
OH? YES, WELL,... BY THE WAY, THE DCM TOLD ME YOU TWO WERE DOING A FINE JOB HERE!
WISH HE'D TELL US ONCE IN A WHILE...
TALK'S CHEAP. TELL HIM I WANT IT IN WRITING.
© 1981 C. Beck


YOU TECHNICAL TYPES AMAZE ME! YOU EVEN HAVE YOUR OWN LITTLE LANGUAGE.
ER, WHAT'S THAT?
THAT'S A "BRT" WITH DUAL "LRJ'S".
© 1981 C. Beck
YES, OF COURSE! SHOULD HAVE RECOGNIZED IT RIGHT OFF. AND THESE TWO?
THAT'S A "MR. COFFEE" MACHINE AND AN ELECTRIC PENCIL SHARPENER...


JUST REMEMBERED ANOTHER APPOINTMENT. GOTTA RUN. NICE TALKING TO YOU. SHOP LOOKS GREAT. KEEP UP THE GOOD WORK...
SLAM
WHAT IN BLAZES IS A "BRT" AND "LRJ's"??
© 1981 C. Beck
YOU MEAN THE "BIG RECTANGULAR THING" WITH THE "LITTLE ROUND JOBBIES"?
TO BE CONTINUED

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

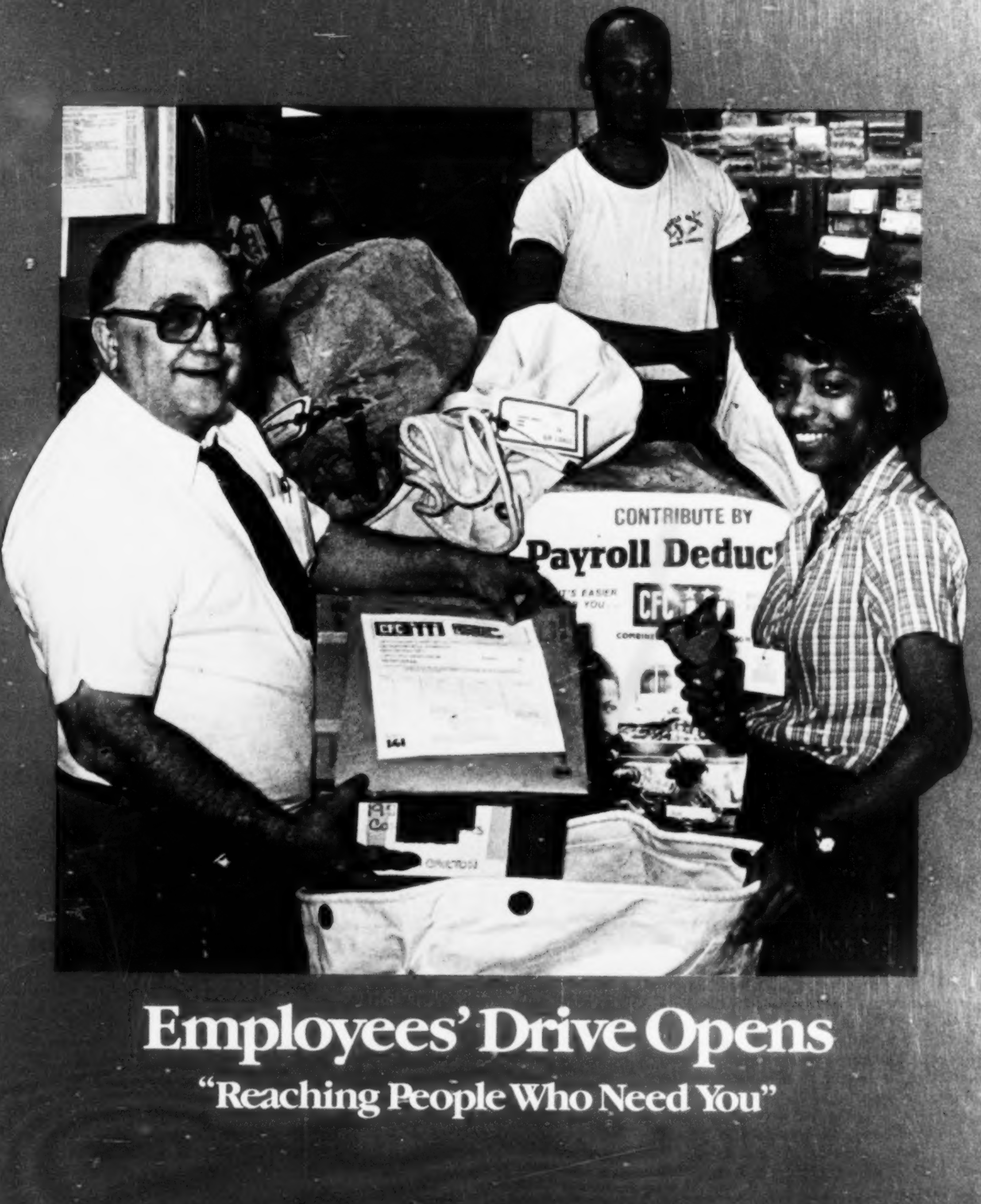
U.S.MAIL

If address is incorrect
please indicate change
Do not cover or destroy →
this address label.
Mail change of address to:
PA-OAP
Room 5815A

238

State

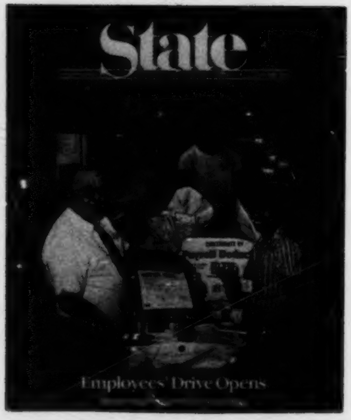
The Newsletter United States Department of State October 1981


CONTRIBUTE BY
Payroll Deduc
CFC

Employees' Drive Opens

"Reaching People Who Need You"

S1.118:



THE COVER—"Reaching People Who Need You" is the slogan of the Combined Federal Campaign, which starts October 13 at State and at U.S. missions overseas. Campaign proceeds go to 237 different private organizations that help people. Helping to launch the drive are these employees of the Air Cargo Unit of the Diplomatic Pouch and Courier Operations Division, in the Department's basement. From left: *Euguene Swankowski, Theodore Perchell, Linda Roots. (Photo by Robert E. Kaiser, Visual Services)*

United States Department of State

NEWARK PUBL'C LIBRARY
NOV 1981
U. S. GOVT. PUBS.
DEPOSITORY 376

State

October 1981
No. 238

Letters to the Editor

A late news flash

BONN, WEST GERMANY

DEAR SIR:

I'm the new personnel officer here and am finding it challenging and interesting. . .One of our FSN secretaries, Mrs. Brigitte Roehrig, was chosen the 1979 Secretary of the Year. I'm not sure quite why, but the award was not actually presented to her until July 8, 1981. I realize that the presentation comes long after. . . but I wonder if you could print it in the next issue.

Sincerely,
W. DOUGLAS FRANK ☐

Chargé *William Woessner* presenting *Brigitte Roehrig* the 1979 Secretary of the Year award.

Mike's the boy, Bob's the dad

MADRID, SPAIN

DEAR SIR:

There may have been times when I have been tempted to deny the paternity of my son, Michael, but certainly not in the context of your publishing his account (STATE, June) of his six-story fall last December. I think your readers should be aware that I am Michael's (grateful) father, but he alone is responsible for his actions, including his resourceful reaction to his plunge down a Madrid elevator shaft.

Sincerely,
ROBERT P. MYERS JR.
Political officer ■

9

22

30

49

News stories

2 Federal campaign aids 237 charities
12 Diplomatic Lobby to get new look
12 Haig to address Open Forum
15 Reagan names 11 more for ambassadorships
21 Terrorists attack Embassy Lima
34 52 begin new mid-level training program

Feature stories

6 Joann Rice's 'sign of royalty'
8 'General' Coyle's troops march in review
10 Bill Bruce: traveling songwriter
23 Book review: The Department and U.S. businessmen

Photo story

30 Post of the month: Dakar

Departments and features

28 Alcohol awareness
36 "American Diplomacy"
15 Appointments
27 "Ask Dr. Korcak"
48 Bureau Notes
59 Current Publications
35 Diplo-Crostic, by Becker
34 Education and Training
26 Foreign Service Families
1 Letters to Editor
60 Library Booklist
49 Look-Alikes
12 News Highlights
57 Obituaries
37 Personnel: Civil Service
42 Personnel: Foreign Service
29 STATEMENTS
44 Transfer Tremors

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

NEWARK PUBLIC LIBRARY
NOV 2 1981
U. S. GOVT. PUBS.
DEPOSITORY 376

Combined Federal Campaign

President and Secretary urge employees to give generously

Charities are in greater need this year and next year

WITH STRONG SUPPORT from President Reagan and Secretary Haig, a major effort is being launched in the Department this year to win contributions from State employees for the Combined Federal Campaign. The drive begins October 13; it extends through November 14. Employees will be solicited overseas, in Washington and elsewhere in the United States. Members of the Foreign Service and Civil Service, and persons on the active and retired rolls, will be asked to give.

The Combined Federal Campaign (CFC) is a once-a-year charitable solicitation of men and women on the federal payroll—of all ranks, in every agency. The money goes to 186 different organizations in the Washington metropolitan area that are funded by the United Way and United Black Fund—the central fundraising entities for community welfare. But, in addition, CFC money is also shared with national organizations that combat disease, with groups that are active overseas on behalf of Americans and native populations, and with other societies and associations that help people. In theory, a one-shot gift to CFC is the same as writing 237 separate checks—this being the total number of organizations that are beneficiaries of the CFC budget.

The goal at State this year is $383,000—9.5% higher than the amount sought in 1980. Employees of the Department and its retirees came within a single percentage point of reaching the goal last year. But not everyone gave, and efforts this year will center not only on getting people to increase their donations but also on trying to recruit more individuals to climb the campaign bandwagon. Campaign progress will be reported to Secretary

CONTRIBUTE BY
Payroll Dedu
IT'S EASIER FOR YOU...
CFC
COMBINED FEDERAL CAMPAIGN

In the Bureau of European Affairs, Office of Security and Political Affairs, secretary *Lee Porter* receives campaign materials from *Warren Mitchell*, chief of the Communications Center in the Bureau of Personnel. *(Photos by Robert E. Kaiser, Visual Services)*

tion
HELPING
THERS

Haig through Under Secretary Richard T. Kennedy.

In Washington, the most generous givers last year were, in order, the employees of the Bureau of Inter-American Affairs, the Bureau of East Asian and Pacific Affairs, the Bureau of Economic and Business Affairs, the Office of Medical Services and the Bureau of European Affairs. The staff of the tiny Sinai Support Mission, consisting of merely 11 persons, was right up there with the leaders. No post-by-post breakout is available of totals that were donated by [illegible] men and women serving overseas. The need of developing such statistics is under discussion.

President Reagan said in a message to federal employees: "Through voluntary giving, we prove what individuals can do on their own without having to go through Government channels. We have the opportunity to provide services and programs for our neighbors and countrymen without making them dependent on Government. The CFC also makes it possible to help those in faraway lands, extending a helping hand to friends around the world. We can help relieve pain and problems now and fund research to keep them out of our future.

"In America, we have traditionally accepted the responsibility of voluntary giving for good causes. The values that cause us to care for our neighbors, our countrymen and people around the world are the values that make us great.

"Federal employees and military personnel have a proud record of generosity and concern for others. I am confident that record will continue this year. While the amount you give is a personal, voluntary decision, I hope that each of you will join me in supporting the Combined Federal Campaign."

Secretary Haig said, in a communication to members of the Civil Service and the Foreign Service: "This campaign represents an annual investment in the values of voluntary giving, for the benefit of our fellow citizens and our community-at-large, that are an inherent and irreplaceable part of American life. No dollar sign can be placed beside the dividends on this investment. Please consider giving generously, using the payroll deduction plan. This is the most efficient way to contribute, as it allows you to budget your gift over an entire year."

Pledging support through payroll deductions will make it possible for employees to spread their donations over all of 1982, with relatively small amounts coming out of each paycheck. Payments under this plan begin on the first payday in January. Employees who authorize payroll deductions retain the right to terminate their pledges at any time, for any reason.

Contributors have another option as well. They can simply give to CFC, which will apportion money to the 237 receiving organizations according to the CFC budget (which is open to public view at CFC headquarters), or a State employee or retiree can specify that the money s/he gives be channeled only to a single organization, or group of organizations, designated by him/her.

Those who choose to earmark can take their pick among (a) health organizations warring on, for example, cancer, heart attacks, kidney disease, sickle cell disease, cystic fibrosis, birth defects, multiple sclerosis, cerebral palsy, diabetes, arthritis, leukemia, blindness, or muscular dystrophy; (b) international service agencies including, but not limited to, the Red Cross, CARE, Africare, Helen Keller International and UNICEF; (c) local service agencies that help Protestants, Catholics and Jews; old people and young people; the retarded, the mentally ill and the physically handicapped; members of specific racial and ethnic minority groups; alcoholics and ex-convicts; the musically gifted, budding athletes and those in need of shoes.

The gifts will come at a time of

retrenchment in federal welfare spending, when the demands made on voluntary agencies are likely to be heavier than ever before. They will also help to overtake what might shape up as a disincentive to giving—the fact that lower federal tax rates will decrease the value of charitable deductions on income tax returns filed by high-bracket individuals.

The metropolitan area served by CFC includes the District of Columbia, northern Virginia (Arlington, Fairfax, Loudoun and Prince William Counties, as well as Alexandria and Falls Church), and, in Maryland, Montgomery and Prince George's Counties.

Following is a list of CFC's constituent organizations:

National health agencies

Cystic Fibrosis Foundation
March of Dimes—Birth Defects Foundation
National Kidney Foundation
National Multiple Sclerosis Society
United Cerebal Palsy
National Society for Autistic Children
Retinitis Pigmentosa Foundation
American Diabetes Foundation
Arthritis Foundation
American Kidney Fund
American Lung Association
Easter Seal Society
Myasthenia Gravis Foundation
City of Hope
Juvenile Diabetes Foundation
Leukemia Society of America
National Jewish Hospital and Research Center/ National Asthma Center
Research to Prevent Blindness, Inc.
Muscular Dystrophy Association

International service agencies

Planned Parenthood—World Population
Project Hope
Save The Children
CARE
Helen Keller International
International Human Assistance Programs
Foster Parents Plan
Pearl S. Buck Foundation, Inc.
Africare
International Rescue Committee
International Eye Foundation
International Social Service, American Branch
Oxfam-America
Unitarian Universalist Service Committee
U.S. Committee for UNICEF

In the Foreign Affairs Information Management Center, Distribution Branch, campaign packets are assembled by, from left, *David Fisher, Bruce White* and *Joseph Proctor.*

CONTRIBUTE BY
Payroll Deduc
IT'S EASIER FOR YOU
CFC
MORE HELPING FOR OTHERS

National service agencies

American Foundation for the Blind, Inc.
American Social Health Association
Federally Employed Women's Legal and Education Fund
Indian Law Resource Center
Medic Alert Foundation International
NAACP Legal Defense and Educational Fund, Inc.
NAACP Special Contribution Fund
National Recreation and Park Association
Native American Rights Fund
Natural Resources Defense Council (Inc.)
NOW Legal Defense and Education Fund
Puerto Rican Legal Defense and Education Fund, Inc.
United Seamen's Service

United Way of the National Capital Area

American Cancer Society
American Heart Association
Action in the Community through Service (ACTS)
Alexandria United Way
American Red Cross, Alexandria Chapter
American Red Cross, Arlington County Chapter
American Red Cross, District of Columbia Chapter
American Red Cross, Fairfax County Chapter
American Red Cross, Loudoun County Chapter
American Red Cross, Montgomery County Chapter
American Red Cross, Prince George's County Chapter
American Red Cross, Prince William Chapter
Anchor Mental Health Association
Andromeda, Hispano Mental Health Center
Ardmore Developmental Center
Arlington Community Residences
Arlington United Way
Association for Retarded Citizens, D.C.
Association for Retarded Citizens, eastern Prince William County
Association for Retarded Citizens, Manassas area
Association for Retarded Citizens, Montgomery County
Association for Retarded Citizens, northern Virginia
Association for Retarded Citizens, Prince George's County
Ayuda
Barney Neighborhood House
Betterment for United Seniors
Big Brothers of the National Capital Area

Big Sisters of the Washington Metropolitan Area
Blue Ridge Speech and Hearing Center
Bowie Therapeutic Nursery Center
Boy Scouts of America, National Capital Area Council
Boys' and Girls' Club, Kingman
Boys' and Girls' Club, Langley Park
Boys' and Girls' Club, D.C. Metropolitan Police
Boys' and Girls' Clubs of Greater Washington
Boys' and Girls' Homes of Montgomery County
Bureau of Rehabilitation of the National Capital Area
Camp Fire, Potomac Area Council
Capital Area Community Food Bank
Catholic Charities of the Archdiocese of Washington, Associated
Catholic Charities of the Diocese of Arlington
Center City Community Corp.
Centers for the Handicapped
Christ Child Society
Columbia Heights Youth Club
Council of Churches of Greater Washington
D.C. Institute of Mental Hygiene
D.C. Law Students in Court Program
District of Columbia United Way
Didlake Occupational Center
Epilepsy Foundation of America, Washington, D.C., Area Chapter
Episcopal Center for Children
Every Citizen Has an Opportunity (ECHO)
Fairfax-Falls Church United Way
Family and Child Services of Washington, D.C.
Family Service of Montgomery County
Family Service, Northern Virginia
Family Service of Prince George's County
Florence Crittenton Home
Friends of Women Prisoners (Guest House)
Friendship House Association
Georgetown Children's House
Girl Scout Council of the Nation's Capital
Greater Baden Medical Services
Hebrew Home of Greater Washington
Homemaker Health Aide Service of the National Capital Area
Hopkins House Association
Hospitality House
Housing Counseling Services
Insight
Jewish Community Center of Greater Washington
Jewish Council for the Aging of Greater Washington
Jewish Social Service Agency
Junior Citizens Corps
Korean Community Service Center
Legal Aid Society of the District of Columbia
Life Skills Center
Loudoun United Way
Lutheran Social Services of the National Capital Area
Melwood Horticultural Training Center
Mental Health Association in Alexandria
Mental Health Association of the District of Columbia
Mental Health Association of Montgomery County
Mental Health Association of Northern Virginia
Mental Health Association of Prince George's County
Metropolitan Washington Planning and Housing Association
Mobile Medical Care
Montgomery United Way
National Children's Center
New Educational Ways (Alley Library)
Northwest Settlement House
Otis House, Health Care Foundation for the Deaf
Parent Child Center, Washington, D.C.
Prevention of Blindness Society of Metropolitan Washington
Prince George's Free Clinic
Prince George's United Way
Prince William United Way
Reality
Rehabilitation Opportunities
Saint Ann's Infant and Maternity Home
Salvation Army, National Capital Area
Second Mile/Youth Resources Center
Sheltered Homes of Alexandria
Sheltered Occupational Center of Northern Virginia
Shoe and Rubber Fund, D.C. Congress of Parents and Teachers
SOME (So Others Might Eat)
Southeast Neighborhood House
Southwest Community House
Spanish Catholic Center
Spanish Education Developmental Center
Stoddard Baptist Home
Travelers Aid Society of Washington, D.C.
United Communities against Poverty
United Community Ministries
United Labor Agency of Greater Washington
United Ostomy Association, Metropolitan Washington Chapter
United Service Organization of the National Capital Area (USO)
University Legal Services
Visiting Nurse Association of Northern Virginia
Visiting Nurse Association of Washington, D.C.
Visitors' Services Center
Volunteer Clearinghouse of the District of Columbia
Volunteers for the Visually Handicapped
Washington Area Council on Alcoholism and Drug Abuse
Washington Hearing and Speech Society
Washington Streetwork Project (The Zocalo)
Washington Urban League
Ionia R. Whipper Home
Woodley House
Woodrow Wilson International Center
YMCA of Metropolitan Washington
YWCA of the National Capital Area

United Black Fund

United Black Fund

Howard University Cancer Research Center
Howard University Center for Sickle Cell Disease
Inner Voices
Joint Action in Community Services
Key Day Care Center
Latin American Youth Center
Martin Luther King Jr. Community Center
New Image Child Development Center
Offender Aid and Restoration
Ontario Lakers Youth Program
Operation Sister's United
Pic Senior Citizens Center
Phillip T. Johnson Senior Citizens Center
Phyllis Wheatley Y.W.C.A.
Project Awareness
Project Image
RAP
The Rep, Inc.
Saunders B. Moon Housing Counseling Service
Saunders B. Moon Senior Citizens Center
Senior Citizens Counseling and Delivery Services
Shiloh Baptist Church Human Service Center
Sign of the Times
Student Assistance Project
African Heritage Dancers and Drummers
Anacostia Information Center Tutorial Program
Bonabond
Capitol East Children's Center
Capitol East Drug Abuse Prevention and Education Center
Child Care Systems
Citizens Association of the Area D Community Mental Health Center
City Wide Learning Center
Close-Up
Combined Communities in Action of Prince George's County
Committee on Community Involvement
D.C. City Wide Welfare Rights Organization
D.C. Reading Is Fundamental
D.C. Special Olympics
D.C. Street Academy
D.C. Striders
Deafpride
Deborah's Place
District of Columbia Music Center
Downtown Cluster's Geriatric Day Care Center
Educational Organization for United Latin Americans
Efforts from Ex-Convicts
Emergency Action Switchboard for the Elderly
Filmore Early Learning Center
First Baptist Church Community Center
4-H Youth Program at the Maryland Cooperative Extension Service
House of Imagene
Howard Theatre Foundation

Local non-affiliated agencies

Women's Legal Defense Fund
Capital Children's Museum
Davis Memorial Goodwill Industries, Inc. ■

Your Colleagues—I

'Scratch scratch.'—'Who's there?'—'We are.'—'We who?'—

'We belong to Joann Rice of the Africa bureau.'

JOANN RICE is not the only competent and attractive secretary in the Department.

There are many others like her, it says here—others who win "outstanding" ratings for their work and who also manage to smile readily, speak cheerfully, dress smartly and walk gracefully.

So Joann Rice is no big deal. Therefore, this article is not about her. It's about her fingernails.

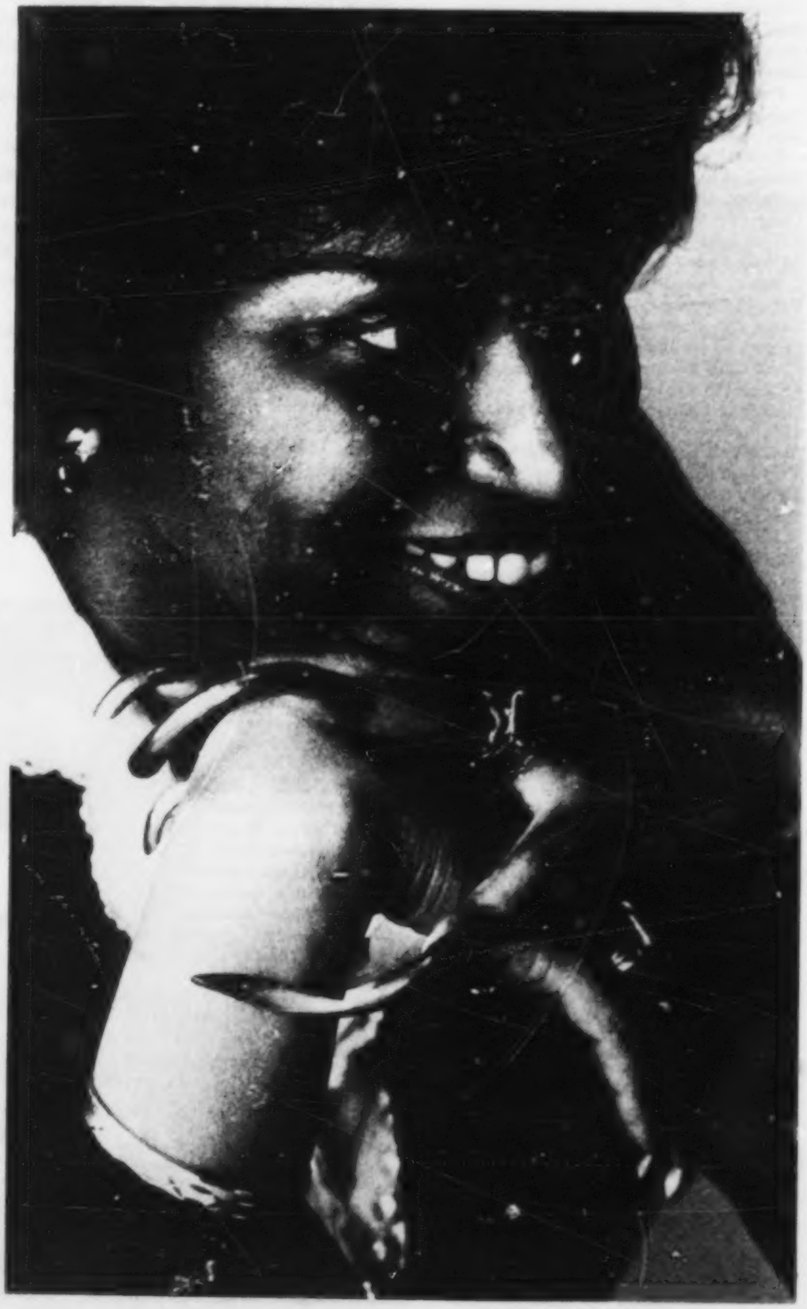
Nobody—*but nobody*—else you ever saw has talons like that! The two longest nails—pampered, coiled, manicured—extend some four inches from the ring finger and little finger of her left hand. The curvature of the nails is natural. They were ordinary women's fingernails 19 years ago when they started growing and spiraling outward. That was in September 1962, which is the last time they were trimmed. Miss Rice was a student then at the old Teachers College in the District of Columbia. It was the year before she joined State.

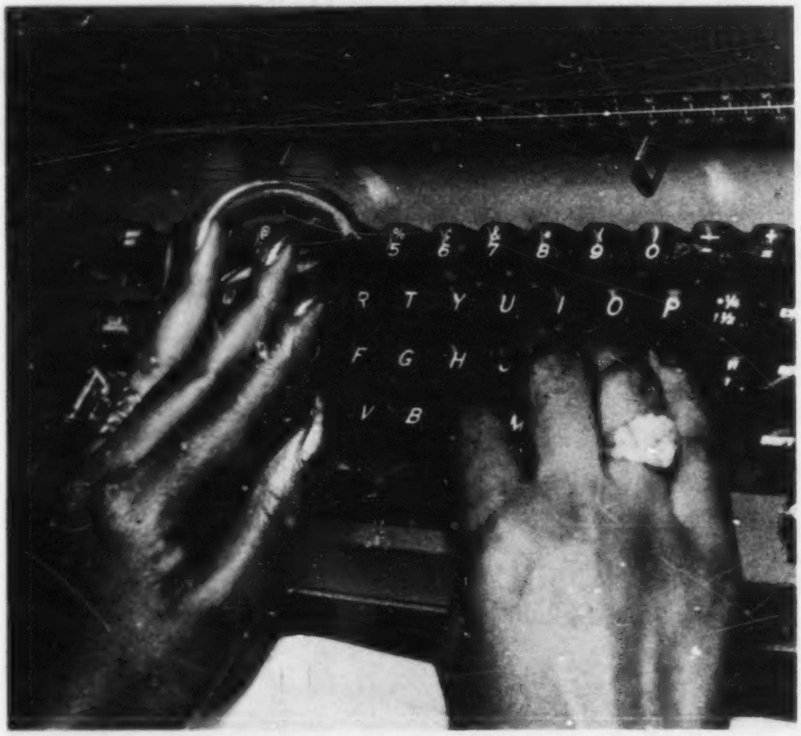
At her desk today, in the front office of the Bureau of African Affairs, Miss Rice lifts her hands (fingernails and all) from her typewriter. She turns to welcome the visitor. As she speaks, her chin rests lightly on her hands, fingernails downward, with her elbows propped on the desk.

"I am not a monster," she says to the interviewer, kiddingly.

Of course not. But why the talons?

"Well, it's a hobby with me," she says. "I just like to have them. I can't entirely explain why, but it goes back to an art appreciation course I took at Teachers College. We were discussing certain aspects of Chinese art and we were shown some pictures of Chinese men with particularly long nails. Just their pinkies, I mean. It was a sign of royalty, we were told, and that they didn't have to work. I guess it just fascinated me for some reason, and I decided I wanted to grow some myself."





But her work—how does she type? How does she open a file drawer?

On this point, it is the record that speaks for Miss Rice. A GS-9, she received a high quality step increase only last July—her fourth since joining the Department. In the last three years, she has earned three consecutive "outstanding" ratings. Moreover, she has shared in a number of group awards conferred on special task forces in the Africa bureau. (When deputy assistant secretary Lannon Walker became her boss he, too, asked: "How do you do your work?" "I have no problem," she replied to him. Then she proved it. He never asked her again.)

But do the nails cause her any problems outside of work?

"Just some small ones," she replies. "For instance, I like clothes a lot. But I have to try not to buy dresses or coats with buttons. I have a hard time buttoning them, even though I do it when I have to. It's also difficult, sometimes, to put on earrings and necklaces. But Michelle will do this for me."

Michelle is Miss Rice's daughter. At 14, she is not as old as some of her mother's nails. She considers herself disadvantaged in that she doesn't have as many family photographs as other girls have. "Mom can't take pictures very well because her fingernails get in the way of the camera lens," she says in mock accusation, looking at her mother. Apparently, she has no other case to make against the talons other than that she is not permitted to do her mother's nails.

"I do them myself," Miss Rice says, "once a week. I polish them, that's all—I guess this takes me about an hour. I spend maybe $20 a month on fingernail products, and an ordinary bottle of polish will last me about a month. If a nail breaks, I mend it with glue. The three others on my left hand are not the originals; they've been broken and mended. On my right hand, they just never grew as long. I think that's because I'm righthanded and, since I use that hand so much more, the nails just don't grow as long. But I have to watch all my nails in the wintertime. They get cold and brittle, and then they can break. I can't wear gloves, you know."

Do her hands get cold then?

"Oh, yes."

Outside the Department, the talons are observed frequently at Corinth Baptist Church in the District, where Miss Rice, a soprano, is a gospel singer. She grew up in the church, as did her three brothers and four sisters. Her father, the late Rev. L. T. Rice, was the longtime minister there.

She is the only member of the family with fingernails worth noting. One of her sisters, Etheleen Rice, who works in the Bureau of Intelligence and Research, does not have fingernails worth noting.

What if the two longest nails break?

Miss Rice is ready with a reply.

"If I couldn't mend them, I would just start growing them again," she says.

—SANFORD (WHITEY) WATZMAN □

(Photos by Donna Gigliotti)

Your Colleagues—II

Pat Coyle marches his 'militia' into State's Exhibit Hall

Longtime Civil Service employee is a lilliputianist

PAT COYLE, a general services officer who has worked in the Office of International Conferences for nearly 35 years, has his own militia. Each of his 7,000 soldiers is approximately two and one-half inches tall. None of them can walk or talk—although some hold weapons and most can move their arms.

"In 1930, when I was about 10 years old in Rhode Island, there was a small store there that sold toy soldiers," said Mr. Coyle. "I bought some and put them on a shelf. Then a friend of my mother saw the soldiers and bought more for me. From that point on, the collection grew."

Part of the collection is on display through October 16 in the Department's Exhibit Hall, first floor, Corridor 4.

The son of a Marine Corps officer, Mr. Coyle lived in several countries during his childhood. He began to collect toy soldiers because, as he told STATE: "I was always surrounded by military people." He recalled that, when he lived in Haiti, he used to make his own soldiers—"I melted down lead and poured it into molds—and never got burnt."

Although he was in the Reserve Officers Training Corps at the University of Maryland, where he graduated, he didn't choose a military career because "I had bad eyes as a child—I'm very nearsighted." Yet, through his collection, he has surrounded himself once more with military "people."

He recalled: "I was in Hong Kong the summer of 1936, and I placed an order there with a British department store for toy soldiers, knowing that I'd be back the next summer. That next year, I bought $125 worth—about 1,000 pieces." He added more soldiers to his collection while living in Victoria, British Columbia. Then he moved back to the States, shortly before the war started. "Around that time, they stopped making lead toy soldiers in Germany because the German war in-

dustry took over the molds and destroyed them," he said. "So 150 of my pieces are rarities. Most toy soldiers today are made of plastic."

Of the 7,000 pieces in his collection, about 5,500 are lead soldiers in small military groupings. About a thousand are plastic soldiers of British guards, regiments and royal marines in parade formations. Some 30 of the lead figures are "model soldiers"—different from toy soldiers in that they are much finer in detail and usually represent historic figures. "They are not made to play with," Mr. Coyle said. His model soldiers include figures of Robert E. Lee, the Duke of Wellington and Bismarck.

Mr. Coyle also has 500 tiny lead "flats," each about 20 millimeters tall. These are two-dimensional figures. They feature King Frederick II of Prussia and a general of the Austrian army of 1809, among others.

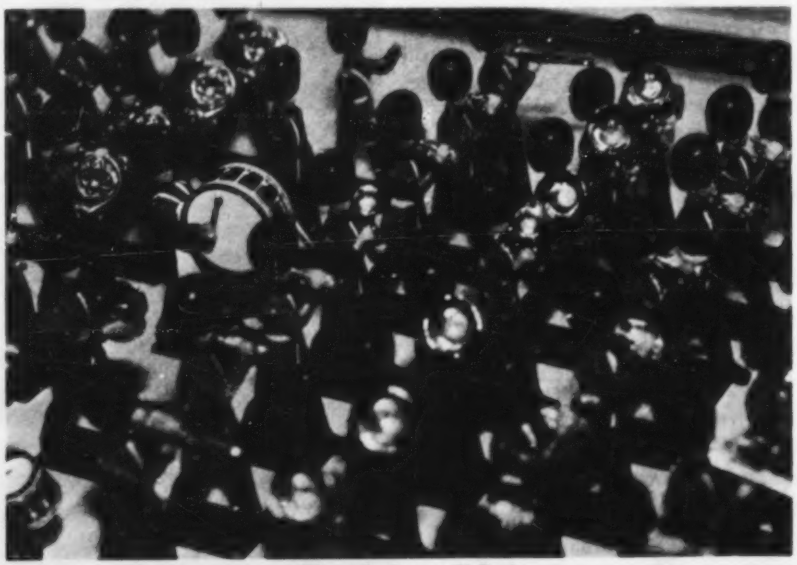
As a member since childhood of the British Model Soldier Society, he goes to England every fall to attend its annual meeting. There are other such societies in France, Germany and the United States.

Mr. Coyle lives with his soldiers in Georgetown. He said he has no idea how much his collection is worth. "They used to cost five cents," he recalled, adding that, at a recent auction, a 21-piece set of model soldiers that belonged to Douglas Fairbanks Jr. was sold for $1,200.

As to the future of his troops, Mr. Coyle said: "Maybe I'll leave enough money in my will to send them to the society in England, to be auctioned among the members."

The collection will be on view for the "family night" at Bookfair on October 16.

—DONNA GIGLIOTTI ☐



(Photos by Donna Gigliotti)

Your Colleagues—III

It's Bach, Beethoven, Brahms, Bernstein—and our own Bill Bruce

He's a diplomatic courier whose hobby is democratizing music

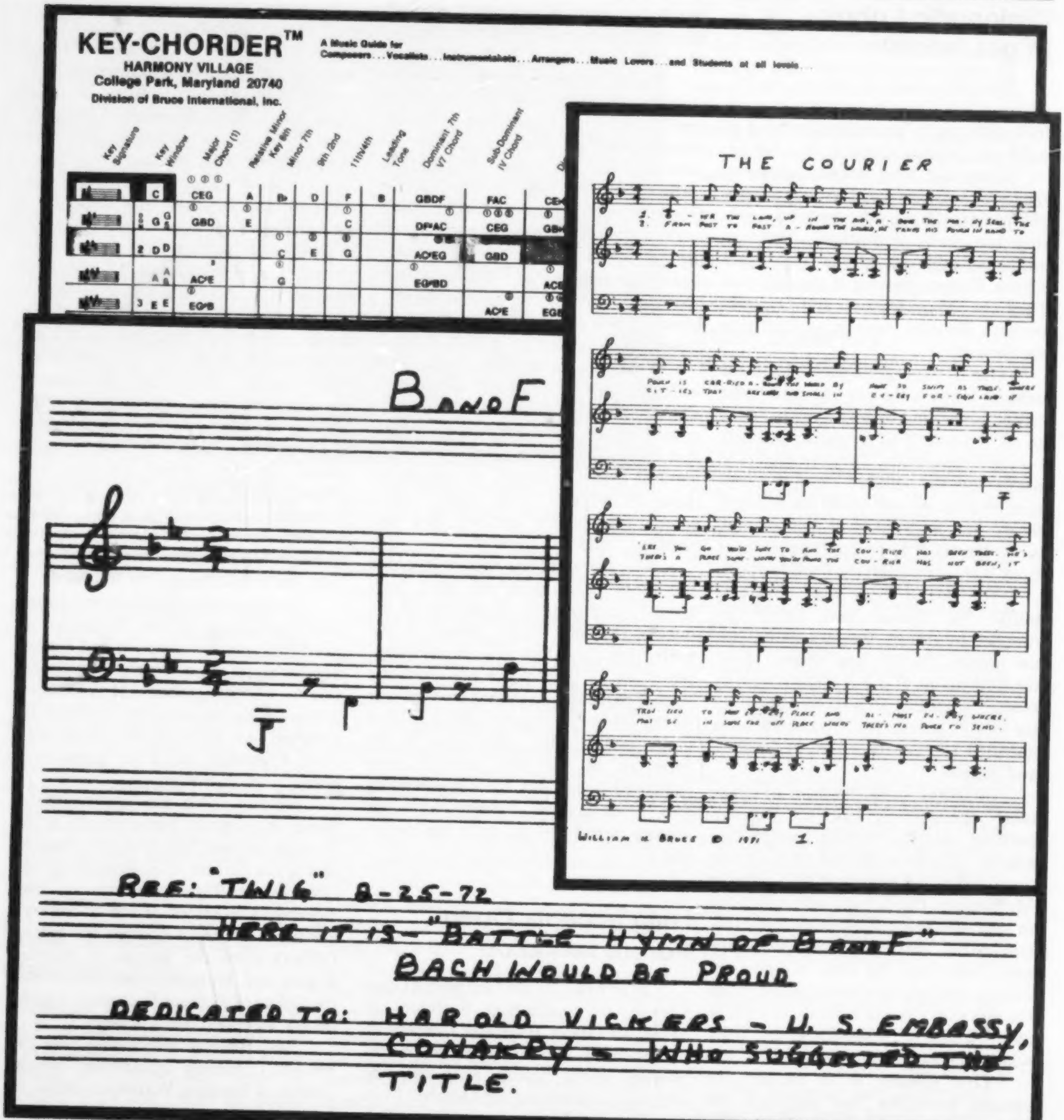
PLAYING MUSIC, or even composing it, is as easy as learning the alphabet.

Who sez? William Bruce sez, that's who. Mr. Bruce is a veteran diplomatic courier who has made a hobby of analyzing music—not by notes but by chords. He has spent years learning what makes harmony and, in the process, has prepared a number of charts. Charts are nothing new to him; he's a former high school math teacher. So, while lugging diplomatic pouches around the globe, rushing from plane to plane, he has been devising ways to make music easy for beginners. One of his creations is the "Key-Chorder," a copyrighted "sliding-window" chart billed as "A Music Guide for Composers . . .Vocalists. . .Instrumentalists. . .Arrangers. . .Music Lovers. . .and Students at All Levels." It comes with instructions on "how to find the scale of any key," "how to find relative chords," "how to invert a chord," "how to find the key of a song," "how to compose music" and "how to play the piano by ear."

Mr. Bruce has written several songs himself, including one for his fellow couriers. Titled "The Courier," it has been featured at the annual banquets of the U.S. Diplomatic Courier Association since 1971. He has also written "B and F," a song for State's budget and fiscal officers, using the keys of B and F. In addition, he has composed Christmas songs for an American employees' group in Bangkok, "The Americhords." One of his hymns has been played in the Memorial Church in Frankfurt, West Germany. The courier has also composed music for civic groups, and has received letters of appreciation from the Girl Scouts, organizations for the blind and fraternal groups.

Mr. Bruce has a degree in math from Michigan State. He taught school before he joined the Department's diplomatic courier service in 1959. "I have traveled in virtually every country in the world," he says, "but believe me,

U.S.A.
DEPARTMENT OF STATE
DIPLOMATIC POUCH
X4-1489
U. S. A.
DIPLOMATIC
OT-109



KEY-CHORDER™
HARMONY VILLAGE
College Park, Maryland 20740
Division of Bruce International, Inc.

A Music Guide for
Composers . . . Vocalists . . . Instrumentalists . . . Arrangers . . . Music Lovers . . . and Students at all levels . . .

Key Signature	Key Window	Major Chord (1)	Relative Minor Key 6th	Minor 7th	9th/2nd	11th/4th	Leading Tone	Dominant 7th V7 Chord	Sub-Dominant IV Chord
	C	CEG	A	B♭	D	F	B	GBDF	FAC
	G	GBD	E			C		DF♯AC	CEG
	2 D D			C	E	G		AC♯EG	GBD
	A A	AC♯E		G				EG♯BD	
	3 E E	EG♯B							AC♯E

B and F

REF: "TWIG" 8-25-72

HERE IT IS — "BATTLE HYMN OF B and F"
BACH WOULD BE PROUD

DEDICATED TO: HAROLD VICKERS — U. S. EMBASSY, CONAKRY — WHO SUGGESTED THE TITLE.

THE COURIER

WILLIAM R. BRUCE © 1971 1.

I'd rather live in the United States than anywhere else, and that's not flag-waving."

His family frequently joins him in music practice, if not on the courier runs. Mrs. Bruce, a school librarian in Prince Georges County, Md., sings. Their teenage daughter plays the piano. Their son, also a teenager, plays the saxophone.

—BARNETT B. LESTER ■

Diplomatic Lobby to get facelift

The Diplomatic Lobby at the Department's C Street entrance was to look different to employees arriving at work on Tuesday morning, October 13.

Over that long holiday weekend, the lobby was scheduled to have a long-planned facelifting. "We have been getting too many complaints, both on aesthetics and the traffic flow," said Chuck Baquet, director of the Office of Facilities Management and Administrative Services, who is coordinating the project.

One of the biggest problems in the existing lobby is the circular desk in the center, according to Mr. Baquet. "First of all, the desk is an unhealthy worksite for the receptionists. They are subject to drafts from the outside." The new reception desk to the left of the main doors, facing out, is to be built high enough along the back to protect receptionists from breezes through the outside doors.

The round desk also obstructs traffic, Mr. Baquet said. Often surrounded by visitors, the desk, along with the nearby couches and chairs, "gives the impression of a bus station waiting room," according to a recent memo on the lobby's renovation. The new look is intended to give the effect of "dignity and reserve."

In recent years, because of structural changes needed to improve building security, visiting foreign dignitaries have been shorted on the traditional red carpet treatment, according to Mr. Baquet. The carpets were rolled out to welcome them outside the building, but, inside, the round desk got in the way. Now that the desk is being relocated, carpets can be extended from the entrance straight back to the exhibit area—which is to remain at the back windows, beneath the flags.

Low fencing is to replace the opaque partitions that surround the reception desk and lounge area. The partitions, according to one memo, "serve as a barrier to the public and to the exhibit space, and block the viewers' line of sight of the whole lobby." "We decided to open up the lobby," said Mr. Baquet, "to make it more functional and attractive."

When the renovations were being planned, the Office of Security took the opportunity to incorporate a few changes. "We're tightening up more on public access to the building," said Pete Gallant, of the Office of Security's Domestic Operations Division. "We worked out with Protocol a change in the procedure for accepting routine diplomatic notes. There is to be a drop box now for notes in the lobby. Messengers will not be allowed to enter the building as they have been doing."

Although the entrance procedure for employees is to remain unchanged, all visitors will have to pass through a metal-detector screening device. The detectors, which will also be installed at the 21st Street entrance, are similar to those in airports. "We want better control on people coming into the building," said Mr. Gallant.

New furniture has been ordered for the lobby, and gardeners have been hired to improve the appearance of the outside entrance. Other changes in the lobby include a drop bin for packages, relocation of the art exhibits from the former partitions to the left front corner of the lobby, facing out (where a large globe used to be), relocation of the furniture to the new exhibit area, improved access for the handicapped, and a designated holding area for visitors scheduled to tour the building. □

Haig accepts Open Forum invitation

In a "first" for the Secretary's Open Forum, the incumbent Secretary of State, Alexander Haig, has accepted an invitation to address Department employees under forum auspices. The event was scheduled for October 14 in the Dean Acheson Auditorium. Following the appearance, Mr. Haig was to have lunch with the forum steering committee. Open Forum chairman Eileen Heaphy was working out details as STATE went to press.

Other speakers lined up for October included Congressman Toby Roth (R.-Wisc.), who is to discuss ICA's public diplomacy, October 19, and economist John Kenneth Galbraith, who is to speak on the politics of underdevelopment, October 28. Joan Baez was on the schedule for October 8, on human rights in Latin America.

In recent months Ms. Heaphy has experimented with smaller programs aimed at officers working on problems in specific areas. The first such program was a "brown bag seminar" jointly sponsored by the forum and the Bureau of European Affairs. The speaker, in mid-August, was Rob Mahoney, principal investigator for a study of attitudes in Europe toward the military balance there—a study recently completed for the Arms Control and Disarmament Agency. Mr. Mahoney presented its findings, and Mark Palmer, deputy for policy in the bureau's Office of the Assistant Secretary, led a discussion that followed.

A second program featured monetarist economist Milton Friedman as guest of honor for cocktails and dinner, September 9, at a nearby restaurant, where a cross-section of economic officers, from the Department and AID, gathered. An informal discussion with Prof. Friedman lasted for some three hours, until 9:30 p.m.

Human rights was the focus of a luncheon program, September 17, at the Foreign Service Club, with Rita Hauser. She is the former U.S. delegate to the UN Human Rights Commission and, recently, a member of the Secretary's Special Refugees Advisory Committee. Officers from the Bureau of Human Rights and Humanitarian Affairs and the Office of Refugee Programs, among others, attended the luncheon.

Ms. Heaphy announced that the 1981-82 steering committee would consist of Sanford Watzman, editor of STATE and vice chairman of the forum; Lannon Walker, deputy assistant secretary, Bureau of African Affairs; William Veale, Office of Management Operations; Joseph McBride, Bureau of

Milton Friedman* at the Open Forum dinner. Dining with him were *Eileen Heaphy*, forum chairman; *Adrian Basora*, left, director of the Office of Development Finance in the Bureau of Economic and Business Affairs, and others. *(Photo by David Humphrey, Visual Services)

Congressional Relations; Philip B. Taylor, Bureau of Consular Affairs, Executive Office; Vicki Huddleston, Bureau of International Organization Affairs, Office of International Economic Policy; Stuart Schwartzstein, Bureau of East Asian and Pacific Affairs, Office of Regional Affairs; Elizabeth Cummings, Office for Combatting Terrorism, plus past chairmen of the forum and chairmen of its working groups, as ex-officio members of the committee. ☐

Sexual harassment is discussion topic

Georgina Watley, of the U.S. Office of Personnel Management, came to State to discuss sexual harassment in the workplace, at a brown-bag lunch on September 11 in the Office of Equal Employment Opportunity and Civil Rights. She offered suggestions to supervisors, and to those who feel they are victims, on how to handle this concern.

Ms. Watley defined sexual harassment as "deliberate or repeated unsolicited verbal comments, gestures or contact of a sexual nature." The four types of sexual harassment, she said, are (1) the "put out or get out" harassment, when an employee is threatened with the loss of a job or promotion for not granting sexual favors; (2) verbal harassment, i.e., jokes, sexual references and demeaning language; (3) physical contact; and (4) environmental harassment, such as sexual wallhangings and calendars.

Supervisors who know of a case of sexual harassment in their offices, said Ms. Watley, have a responsibility to deal with the problem. They should document the complaint, then discuss the accusation with the alleged harasser, she said. Also, they should consult with witnesses and keep the equal employment office informed, she added.

Victims, said Ms. Watley, must first acknowledge to themselves that they are, in fact, being harassed. They should then confront the harasser and state their dislike and disapproval. If the harassment continues, victims should consult with supervisors and co-workers, to make them aware of the problem—and the victims should document their cases. Formal remedies should be pursued if the harassment does not stop.

Each U.S. agency has its own policy on penalties and remedial action. At State, cases should be reported to the equal employment office, where counselors will try to help resolve the problem. If that attempt is unsuccessful, the victim then could file a formal complaint through the equal employment office. In the past year, according to that office, over 30 Department employees, including employees at post, reported cases of sexual harassment, though no formal complaints were filed. ☐

State observes 'Women's Week'

The Department observed "Women's Week," October 5-9, with programs that included lectures, workshops, exhibits, films and panel discussions—centering on the theme: "Women's Rights, Women's Progress: Forward Through the Eighties." Joint sponsors were the Department's Office of Equal Employment Opportunity and Civil Rights and the Women's Action Organization.

The highlight was to be an address by Secretary Haig, October 7, to women employees of the Department. Earlier, in a related action on "Women's Equality Day," August 26, Mr. Haig sent a message to all U.S. chiefs of mission calling on the ambassadors and "all members of your staff" to continue their efforts to accomplish the goals of the UN Decade for Women. "The first half of the decade saw many achievements but much remains to be done," he wrote, "particularly in the areas of education, employment and health, areas identified by the World Conference to be of special concern."

Other events were to include dis-

'That's Entertainment'

The following item is reprinted in its entirety from Sahel-o, newsletter of the U.S. embassy in Niger: "[Headline]: 'That's Entertainment.' [Story]: 'Sorry, no VTR tapes received this week.' "

cussions on career development and upward mobility for women, and women's role in the policy-making process. The program was to get underway October 5 with an address on women's rights by Vivian L. Derryck, deputy assistant secretary, Office of Equal Employment Opportunity and Civil Rights; and a film, "How We Got the Vote," narrated by Jean Stapleton. Special guests at the opening events were to include Elizabeth Chittick, president, National Women's Party, which owns the film rights; and Meta Grace Keebler, 80-year-old suffragette known as the "silver tongue queen of the South," who worked with Alice Paul on the passage of the amendment.

Matthew Kane, of the Metropolitan Police Department's community relations unit, was scheduled to discuss personal safety, on October 6.

Following Secretary Haig's address on October 7, a panel was to discuss women's issues in international forums. The panel, headed by J. Daniel Phillips, director, Office of Communications and UNESCO affairs, Bureau of International Organization Affairs, was to include Nancy Reynolds, U.S. representative-designate to the UN Commission on the Status of Women; Ms. Derryck; Julie Jacobson, acting director, State's international women's programs; Virginia Allen, Business and Professional Women's Foundation; Shirley T. Joseph, vice president, National Council of Jewish Women; and Dorothy Height, president, National Council of Negro Women.

Acronyms to Remember Dept.

The name of the newsletter at the U.S. embassy in Bulgaria is The New Twist (for This Week in Sofia Times).

Jessie Colson of the Foreign Service Institute was to head a panel of Civil Service and Foreign Service personnel discussing management skills for secretaries, including career growth, on October 8. Also scheduled for that day was a lecture by John T. Sprott, deputy director, Foreign Service Institute.

The program was to conclude on October 9 with a workshop on managing stress. The speaker was to be Joyce Lindall, a consultant specializing in career development lectures and workshops. □

Haig praises nation's Hispanic-Americans

In a message commemorating National Hispanic Heritage Week, September 13-19, Secretary Haig praised "our fellow citizens of Hispanic descent" for "their important and rapidly expanding role in the Foreign Service and the Department of State." He said in a message:

"Explorers from Spain were the first Europeans settling in this country, bringing with them high ideals, strong religious convictions, a beautiful language, a tradition of valor and a spirit of rugged individualism and adventure. Their culture and heritage included scores of scholars, artists, poets, composers, philosophers, scientists, athletes, writers and politicans. They came here to build freely and energetically upon the accomplishments of their forebearers. And today their descendants continue to enhance this reputation and enrich our way of life.

"The conduct of U.S. foreign policy increasingly benefits from the vast abilities and talents of this significant and growing part of America's population." ■

RIO DE JANEIRO, Brazil—At a tea given in her honor by the U.S. Government Women's Association is *Gaetana Enders*, right, wife of the assistant secretary of inter-American affairs. Members of the association, from left, are: *Penny Morales, Linda Rogus, Barbara Hawkins.*

Appointments

Reagan picks 11 more persons to be his ambassadors

Men, women on list to head for 5 continents

PRESIDENT REAGAN, as of late September, had announced his intention to nominate 11 more persons to the position of ambassador. All the nominations would require Senate confirmation. The 11, in alphabetical order by post, are:

- Algeria—Michael N. Newlin, deputy assistant secretary for international organization affairs, to succeed Ulric St. Clair Haynes Jr.
- Brazil—Langhorne A. Motley, an Anchorage, Alaska, businessman, to replace Robert M. Sayre.
- India—Harry G. Barnes Jr., former director general of the Foreign Service and director of personnel, to succeed Robert F. Goheen.
- Morocco—Joseph Verner Reed Jr., vice president and adviser to the chairman, Chase Manhattan Bank of North America, New York, to succeed Angier Biddle Duke.
- Nigeria—Thomas R. Pickering, former assistant secretary for oceans and international environmental and scientific affairs, to succeed Stephen Low.
- Papua New Guinea and also the Solomon Islands—M. Virginia Schafer, deputy assistant secretary for operations, Bureau of Administration, to replace Harvey J. Feldman.
- Peru—Frank V. Ortiz Jr., political adviser to the commander-in-chief, U.S. Southern Command, Panama, to succeed Edwin G. Corr.
- Romania—David B. Funderburk, associate professor of history at Campbell University, Buies Creek, N.C., to replace O. Rudolph Aggrey.
- Soviet Union—Arthur A. Hartman, ambassador to France, to replace Thomas J. Watson Jr.
- Switzerland—Faith Ryan Whittlesey, a Philadelphia lawyer, to succeed Richard D. Vine.
- Uruguay—Thomas Aranda Jr., a Phoenix lawyer. The post has been vacant for several months.

* * *

Following are biographical sketches of the persons chosen by the new administration:

Mr. Newlin

Mr. Motley

Algeria

Michael H. Newlin was the principal officer in Jerusalem, 1975-80, before he was assigned as deputy in the Bureau of International Organization Affairs. He joined the Government as a civilian expert in the Department of Air Force in 1951. He joined the Foreign Service in 1952 and was assigned as economic and consular officer in Frankfort. From 1954 to 1958 he was political officer in Oslo.

Mr. Newlin returned to Washington in 1958 to become a foreign affairs officer in State's Office of UN Political Affairs. After five years in that post, he was named deputy chief of the political section, U.S. mission to NATO, in Paris. In 1967 he became deputy chief of the political section, U.S. mission to NATO, in Brussels, and from 1968 to 1972 he was counselor for political affairs in the U.S. mission to the United Nations in New York. Mr. Newlin was assigned as deputy chief of mission, Kinshasa, in 1972. Three years later he became the principal officer in Jerusalem.

Mr. Newlin was a member of the U.S. delegation to the 23rd-26th sessions of the UN General Assembly in New York, 1968-71. He won the Department's Superior Honor Award in 1981.

Mr. Newlin was born in Greensboro, N.C., on May 16, 1926. He received a bachelor's from Harvard in 1949, and a master's in business administration from Harvard Business School in 1951. He is married to the former Milena Vaneckova; they have a daughter.

* * *

Brazil

Langhorne A. Motley was Alaska's commissioner of commerce and development, 1975-77. He was executive vice president of Citizens for the Management of Alaska Lands, Inc., in Anchorage, 1977-80.

Mr. Motley served in the Air Force, 1960-70, and held assignments as launch authentication officer in England; deputy combat crew commander; aide to the commander of the Air War College; and aide and executive assistant to the commander-in-chief, Alaska Command. After leaving the service, he was active in real estate development in Anchorage. He was vice president, Area Realtors, Inc.; president, Crescent Realty, Inc.; and vice president, RODMAR, Inc., 1970-74. He was named a state commissioner the following year.

Mr. Motley was born in Rio de Janeiro on June 5, 1938. He received a bachelor's from the Citadel, the military college in South Carolina, in 1960. He is director of the Alaska State Chamber of Commerce.

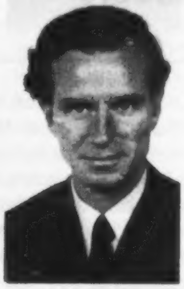
Mr. Motley is married to the former Judith Jones; they have two daughters.

* * *

India

Harry G. Barnes Jr. was ambassador to Romania from 1974 to 1977. Joining the Foreign Service in 1951, he has held assignments as consular officer in Bombay, 1951-53; head of the consular section in Prague, 1953-55; on detail to study the Russian language,

Mr. Barnes



Mr. Reed

Oberammergau, Germany, 1955-56; publications procurement officer, Moscow, 1957-59; and political officer in the Department's Office of Soviet Affairs, 1959-62.

After a year's study at the National War College, Mr. Barnes was assigned in 1962 as deputy chief of mission in Kathmandu. From 1967 to 1968 he took Romanian language training at the Foreign Service Institute and, after completing his studies there, he became deputy chief of mission in Bucharest. Following a three-year tour in that capital, he returned to Washington in 1971 to become a supervisory personnel officer. Mr. Barnes became deputy executive secretary of the Department the following year.

After his tour as envoy in Romania, Mr. Barnes was named director general of the Foreign Service and director of personnel. He held this post from 1977 until last February, playing a major role in the development of the new Foreign Service Act and, since February, in its implementation.

Mr. Barnes was born in St. Paul, Minn., on June 5, 1926. He received a bachelor's, summa cum laude, from Amherst in 1949, and a master's in history from Columbia in 1968. He served in the Army, 1944-46. Mr. Barnes has been a member of the board of visitors, National Defense University, since 1977. He speaks Czech, French, German, Nepali, Romanian, Russian and Spanish.

He is married to the former Elizabeth Sibley; they have four children.

* * *

Morocco

Joseph Verner Reed Jr. has held various positions with Chase Manhattan Bank since 1963. He was assistant to the director, 1963-68; vice president and assistant to the chairman, 1969-81; and vice president and adviser to the chairman since early this year. He also is senior adviser to the chairman of the U.S. Business Committee for Jamaica. From 1961 to 1963 Mr. Reed was assistant to the president of the International Bank for Reconstruction and Development.

He is a member of the Council on Foreign Relations, Council of Fellows of the Pierpont Morgan Library, New York State American Revolution Bicentennial Commission, Yale University Art Gallery, Society of Mayflower Descendants, Society of Colonial Wars, Pilgrims of the United States, and the France-American Society.

Mr. Reed was born in New York on December 17, 1937. He received his bachelor's from Yale in 1961. He is married to the former Marie Byers; they have two daughters.

* * *

Nigeria

Thomas R. Pickering was ambassador to Jordan, 1974-78, before he was named to head the oceans bureau in the

Secretary *Haig* addresses ambassadorial nominees in the Thomas Jefferson Room. From left: *Thomas Aranda*, Uruguay; Mrs. *Betty Funderburk*; *David Funderburk*, Romania; *George Vest*, U.S. mission to the European Communities, Brussels; *Evan Press*, staff aide, Foreign Service Institute; *Arthur Hummel*, China; Mrs. *Emily Vest*; *David Miller*, Tanzania; Mrs. *Mollie Miller*; *Ray Ewing*, Cyprus; Mrs. *Jerelyn Ewing*.

Department. Joining the Foreign Service in 1959, he was assigned as an intelligence research specialist. From 1961 to 1964 he was on detail to the Arms Control and Disarmament Agency, as a political officer in Geneva, where he worked on the test ban treaty.

Mr. Pickering returned to Washington in 1964 to take language training in Swahili at the Foreign Service Institute. The following year he became principal officer in Zanzibar. He then became deputy chief of mission in Dar es Salaam, serving from 1967-69. Mr. Pickering later held assignments as deputy director of the Bureau of Politico-Military Affairs, 1969-73; and special assistant to the Secretary and executive secretary of the Department, 1973-74. He then was named an envoy to Amman. He was promoted to career minister in 1977.

He was born in Orange, N.J., on November 3, 1931. He received a bachelor's from Bowdoin College in 1953; a master's from the Fletcher School of Law and Diplomacy in 1954; and another master's—from the University of Melbourne—in 1956. From 1956 to 1959 he was a lieutenant in the Navy. He is a member of Phi Beta Kappa, the International Institute of Strategic Studies, the Council on Foreign Relations and the Board of the Foreign Service.

Mr. Pickering is married to the former Alice Stover; they have a son and a daughter.

* * *

Papua New Guinea and Solomon Islands

M. Virginia Schafer was special assistant to State's assistant secretary for administration, 1978-79, before she was promoted to the operations post. Ms. Schafer joined the Department in 1954, as a clerk-typist in the Office of Security. In the year following, she became a clerk in Manila.

Mr. Pickering

Ms. Schafer

She later held assignments as finance officer in Moscow, 1957-60, and Vienna, 1960-62; budget officer in Bucharest, 1962-63; finance officer in Conakry, 1963-65; and budget officer in Washington, 1966-67. From 1967 to 1969 she was a training officer at the Foreign Service Institute. Ms. Schafer then became administrative officer in Sydney, serving there until 1973, when she was named budget officer in Beijing. She returned to Washington in 1974—this time as program officer in State's Bureau of Educational and Cultural Affairs.

From 1975 to 1977 Ms. Schafer was deputy executive officer in the Bureau of Near Eastern and South Asian Affairs, then was assigned to the Industrial College of the Armed Forces. Following her studies there, she became special assistant in the Department's bureau of administration. After a year there, she was named a deputy assistant secretary in the bureau.

Ms. Schafer was born in Iowa City, Io., on March 26, 1931. She received a bachelor's from Washington State University in 1952. She also has attended Iowa State, 1949-50; the University of Virginia, 1967, and Georgetown, 1968. Before joining the Department, she was employed by the General Electric Co., Richland, Wash., 1952-54.

* * *

Peru

Frank V. Ortiz Jr. was ambassador to Barbados and Grenada, 1977-79, and Guatemala, 1979-80. He was a liaison officer in the Senate, 1943-44, before joining the Army Air Force. He served there until 1946, then enrolled at Georgetown. After graduating in 1950, he joined the Department as assistant officer-in-charge of Egypt and Egyptian Sudan.

He was economic officer in Addis Ababa, 1953-56, and political officer in Mexico City, 1956-57. He later held assignments as special assistant to the operations coordinator, Office of the Under Secretary, 1957-60; special assistant to the assistant secretary for inter-American affairs, 1960-61; then special assistant to the ambassador, Mexico City, 1961-63. He returned to Washington in 1963 to become country desk officer for Spain. From 1966 to 1967 he was detailed to the National War College.

Mr. Ortiz

Mr. Funderburk

Mr. Ortiz then held assignments as counselor for political affairs, Lima, 1967-70; deputy chief of mission, and chargé d'affaires for a year, Montevideo, 1970-73; country director for Argentina, Uruguay and Paraguay, 1973-75; and deputy executive secretary of the Department, 1975-77. In addition to his ambassadorships to Barbados and Grenada, 1977-79, Mr. Ortiz served concurrently as special representative to Dominica and St. Lucia, and to the Associated States in the Caribbean.

Born in Santa Fe, N.M., on March 14, 1926, Mr. Ortiz received a bachelor-of-science degree from Georgetown in 1950, and a master-of-science from George Washington in 1967. He also attended the University of Madrid in 1950 and the American University of Beirut in 1952.

Mr. Ortiz has won many honors, including the Air Medal for combat duty, 1946; the Department's Meritorious Honor Award, 1952; the Superior Honor Award, 1964; the Chamizal Medal, awarded by President Johnson, 1967, and also by the Mexican Congress, 1967; the Sovereign Order of Malta, 1976; the Grand Cross of Civil

Merit of Spain, 1980; the Grand Cross of the Order of the Quetzal, Guatemala, 1979; the Department's Unit Superior Honor Award, 1972. He is a member of the American Foreign Service Association and Sigma Chi fraternity.

Mr. Ortiz is married to the former Dolores Duke. They have three sons and a daughter.

* * *

Romania

David B. Funderburk, as a member of several college and university faculties since 1967, held positions as instructor of history and government, Wingate College, Wingate, N.C., 1967-69; part-time instructor of history, University of South Carolina, 1969-70; assistant, then associate professor of history, at Hardin-Simmons University, Abilene, Tex., 1972-78; and associate professor of history at Campbell University. During the summer of 1975 he was a Foreign Service Staff officer with ICA, serving as a guide-interpreter at the U.S. Photography Exhibit in Sibiu, Romania.

Mr. Funderburk was born in Langley Field, Va., on April 28, 1944. He received both a bachelor's and a master's from Wake Forest, in 1966 and 1967, respectively, and a doctorate from the University of South Carolina in 1974. He also attended the University of California at Los Angeles in 1970 and the University of Washington in 1971.

He is the author of "If the Blind Lead the Blind: the Scandal Regarding the Mis-Teaching of Communism in American Universities"; two monographs, and many articles and book reviews. He is a member of the American Association for the Advancement of Slavic Studies, Society for Romanian Studies, and the American Security Council. He also has been a member of the American Historical Association, the North Carolina Literary and Historical Society, Southern Historical Association, and American Association of University Professors.

Mr. Funderburk is married to the former Betty Jo Swaim; they have a son and a daughter.

* * *

Mr. Hartman

Ms. Whittlesey

Soviet Union

Arthur Adair Hartman was assistant secretary for European affairs from 1974 to 1977. He entered Government service as an economic officer with the Economic Cooperation Administration, Paris, in 1948. Four years later, he was appointed economic officer with the U.S. delegation to the European Army Conference in Paris. From 1954 to 1955 he was politico-military officer at U.S. mission to NATO and the European regional organizations in Paris.

In 1956 Mr. Hartman was transferred to Saigon as an economic officer. He returned to Washington in 1958 to become an international relations officer in the Bureau of European Affairs. From 1961 to 1963 he was special assistant to the under secretary for economic affairs and, from 1963 to 1967, he was chief of the economic section in London. Mr. Hartman then became special assistant to the under secretary and staff director of the Inter-Departmental Group in the Department. He later held assignments as State's deputy director for coordination, 1969-72, and deputy chief of mission and minister counselor, U.S. mission to the European Communities, Brussels, 1972-74. After his tour in Belgium, he headed the European bureau until 1977, when he became the U.S. envoy to France.

Mr. Hartman was born in New York on March 12, 1926. He received a bachelor's from Harvard in 1947, then attended Harvard Law School, 1947-48. From 1944 to 1946 he served in the Army Air Force. He is a member of the American Foreign Service Association, the Council on Foreign Relations and the Harvard Club of France. He is married to the former Donna Ford; they have three sons and two daughters.

* * *

Switzerland

Faith Ryan Whittlesey has been active in legal and civic affairs since 1964. She has held positions as special assistant attorney general, Pennsylvania Department of Justice, 1964-65; law clerk to Judge Francis L. Van Dusen, U.S. District Court for the eastern district of Pennsylvania, 1965; special assistant attorney general, Pennsylvania Department of Public Welfare, 1967-70; assistant U.S. attorney for the eastern district of Pennsylvania, 1970-72; member of the Pennsylvania House of Representatives, 1972-76; and member of the Delaware County Council, Media, Pa., since 1976.

She was a substitute teacher in Philadelphia, 1962-64, before she became a lawyer. She joined the Philadelphia law firm of Wolf, Block, Schorr & Solis-Cohen in 1980. She also has served as chairman of the Southeastern Pennsylvania Transportation Authority's management study committee, 1976-78; as Delaware County Council representative to the county's Visitor's Council since 1979; and as the county's representative to the Delaware Valley Regional Planning Commission since 1980.

Ms. Whittlesey was born in Jersey City, N.J., on February 21, 1939. She received a bachelor's, cum laude, from Wells College in 1960, and a doctorate from the University of Pennsylvania Law School in 1963. She attended the Academy of International Law at The Hague in 1962.

Ms. Whittlesey is a member of the Philadelphia Bar and Delaware County Bar Associations. She serves on the board of trustees, Delaware County Memorial Hospital; board of overseers, Widener University; and the board of directors, Philadelphia College of the Performing Arts. She is a widow with two sons and a daughter.

* * *

Mr. Aranda

Uruguay

Thomas Aranda Jr. was special assistant to President Ford, 1976-77, and special adviser to the chairman of the Inter-American Defense Board, 1977. An attorney, he has been a member of several Phoenix law firms. He has also been counsel for the international department of Valley National Bank, for Mexico's Department of Foreign Relations, and for the Arizona State Republican Party.

He is a member of the American Trial Lawyers Association, the American Bar, Inter-American Bar and Washington Bar Associations, the State Bar Association of Arizona and the Maricopa County Bar Association of Arizona. He also is a member of the National Advisory Council on Extension and Continuing Education, and a member of the National Advisory Council on Equality of Educational Opportunity. He was appointed to both groups by President Ford.

Mr. Aranda was born in Nogales, Ariz., on April 9, 1934. He received a bachelor of science in 1964, and a doctorate in law in 1967—both from the University of Arizona. From 1955 to 1960 he was a lieutenant colonel in the Air Force, with a command pilot rating. He has won many honors, including the Air Force Outstanding Unit Award, Combat Readiness Medal and Outstanding Instructor Award, and certificates of appreciation from the U.S. commissioner of education and from Phoenix Mayor Margaret Hance. He has written many articles on Mexico. Mr. Aranda is married to the former Shirley Ann Gragson; they have a son and a daughter. ☐

Staar, of Stanford: Force-reduction talks

President Reagan has announced his intention to nominate Richard F. Staar, a former State employee and, since 1969, a principal associate director of the Hoover Institution at Stanford, as the U.S. representative for mutual-and-balanced-force-reductions (MBFR) negotiations. He would have the rank of ambassador.

Mr. Staar

Mr. Staar, after serving as an intelligence research specialist with the Central Intelligence Agency, 1949-50, and as an intelligence research specialist with the Department, 1951-54, became a professor of political science at Harding College, Searcy, Ark. He was professor of political science at Arkansas State College, 1957-58; chief of program analysis, Radio Free Europe, in Munich, 1958-59; then professor of political science at Emory, in Atlanta, 1959-69. From there he went to Stanford.

Mr. Staar has lectured at the University of Maryland branch in Germany, 1958-59; as the Chester W. Nimitz professor of social and political philosophy at the Naval War College, 1963-64; as visiting professor of foreign affairs at the National War College, 1967-69; and as visiting professor of national security affairs, Naval Postgraduate School. He was a consultant to the Office of the Secretary of Defense, 1969-73. He is the author of "Communist Regimes in Eastern Europe," now in its fourth edition, and "Poland, 1944-1962," and co-author of "Long Range Environmental Study of the Northern Tier of Eastern Europe in 1990-2000."

Mr. Staar was the editor of "Aspects of Communism," 1968, and "Yearbook on International Communist Affairs," from 1969 to 1980. He has written many articles and book reviews, and has contributed to other books. He is a member of the American Political Science Association, Marine Corps Reserve Officers Association and the Navy League of the United States.

Mr. Staar was born in Warsaw on January 10, 1923. He received a bachelor's from Dickinson College in 1948; a master's from Yale in 1949; and a doctorate from the University of Michigan in 1954. He is married to the former Jadwiga Ochota; they have two daughters. ☐

Reagan designates 10 for UN General Assembly

President Reagan has named five persons as U.S. representatives, and five others as alternates, to the 36th session of the UN General Assembly in New York. The representatives: Ambassador Jeane J. Kirkpatrick; Congressmen Andy Ireland (D.-Fla.) and Benjamin A. Gilman (R.-N.Y.); former Senator John Sherman Cooper (R.-Ky.); and Kenneth L. Adelman, deputy U.S. representative to the United Nations. The alternates: Charles M. Lichenstein of Washington; Jose S. Sorzano and William Courtney Sherman of Virginia; Bruce F. Caputo of New York; and George Christopher of California. ☐

For UN body: Clark, Novak

President Reagan has appointed two persons to positions at the UN Economic and Social Council. They are Warren Clark Jr., financial attaché and U.S. Treasury representative in Ottawa, as the new deputy U.S. representative on the council, and Michael Novak, resident scholar in religion, philosophy and public policy at the American Enterprise Institute, as U.S. representative on the council's Human Rights Commission. ☐

Davis to atom conference

President Reagan has named W. Kenneth Davis, deputy secretary, Department of Energy, as U.S. representative to the 25th session of the general conference of the International

People at State

Otho E. Eskin is director of the new Office of Ocean Law and Policy, in the Bureau of Oceans and International Environmental and Scientific Affairs. The office incorporates the functions of two other offices which were abolished: that of former Ambassador-at-large Elliot L. Richardson, who was special representative of the President to the Law of the Sea Conference, and that of the law of the sea staff in the Office of the Deputy Secretary. . .**Mark L. Edelman** is the new deputy assistant secretary for international management and budgetary analysis, in the Bureau of International Organization Affairs.

Atomic Energy Agency, in Vienna. Mr. Reagan also named three alternates: State's Under Secretary Richard T. Kennedy, who is also the U.S. representative to the international body; Roger Kirk, the deputy U.S. representative; and Thomas M. Roberts, a member of the U.S. Nuclear Regulatory Commission. □

Appointment to women's panel

President Reagan has announced his intention to appoint Nancy Clark Reynolds, vice president for national affairs, Bendix Corp., as the new U.S. representative on the Commission on the Status of Women, of the UN Economic and Social Council. ■

You help children around the world with your Combined Federal Campaign gift. One campaign-supported agency conducts child-assisting self-help programs in 17 countries.

Cocke is veep at Syracuse U.

Goodwin Cooke, Foreign Service officer who was diplomat-in-residence at Syracuse University, has resigned from the Department after 25 years to become vice president for international affairs at the school. □

MONROVIA—Ambassador to Liberia *William L. Swing*, left, presents credentials to Commander-in-Chief *Samuel K. Doe*, head of state and chairman, People's Redemption Council.

Life in the Foreign Service

'In Lima, Peru, it is pretty quiet at 1 in the morning'

But this was the day when terrorists bombed U.S. embassy and envoy's home

By Susan Lenderking

The author, who hosts a classical radio program in Lima, is the wife of the embassy's public affairs officer.

Seven-inch crater in stonemasonry floor outside embassy entrance marks impact of terrorist bomb. It blew out 115 large windows on front side of building.

In Lima, Peru, it is pretty quiet at 1 in the morning. So it seemed, at least, to Marine Sgt. Cy Tauaa as he stood at his post in the embassy reception lobby, August 31, writing notes in his log book. He had just received routine calls from the security guards at the ambassador's residence and at the deputy chief of mission's house, where all was reported quiet.

Suddenly, without warning, a deafening blast at the embassy blew a hole in the masonry at the top of the steps just outside the main entrance—about 30 feet in front of Sgt. Tauaa. One hundred fifteen windows and glass doors in the four-story building shattered; the embassy had suffered a terrorist attack. A Peruvian policeman later reported that a bomb had been thrown from a passing unlicensed red Datsun.

At the moment of the blast, Sgt. Tauaa instinctively covered his ears. "I thought the whole building was coming down," he said afterward. The clock on the wall nearest to him had fallen, and he mentally recorded the time: 1:10 a.m. When the smoke cleared and it was evident that nobody was trying to break in, Sgt. Tauaa summoned First Sgt. Jim Riley, administrative officer Ed Paukert, security officer David Karvonen and others.

Sgt. Riley heard the call over his radio. He jumped into his running pants and, despite the chill, headed for the embassy without bothering to add a shirt. "If I'd known a bomb had already gone off, I would have left in my underpants," he said.

To standby driver Julio Aedo, the only other person in the embassy at the time of the attack, loud blasts mean earthquakes. When the explosion reverberated down to the basement garage, he though the big one had hit. But when he heard shattering glass, he thought terrorists had attacked and were breaking in.

He raced upstairs and was greatly relieved to find only Sgt. Tauaa quietly picking his way through the glass shards, broken picture frames, fallen light fixtures and tattered curtains strewn about the lobby.

(Demolition experts later estimated that the bomb consisted of seven sticks of dynamite—an unusually powerful charge.)

At about the same time, only a few blocks away at the residence of Ambassador Edwin G. Corr, 16-year-old Phoebe Corr woke up suddenly at the sound of a "huge boom." She thought it was an earthquake and ran to the window. When she saw smoke rising near the swimming pool, she ran to her parents.

The blast had awakened the ambassador, who at first thought it was some late-night revelers still celebrating the preceding day's event—the Fiesta of Santa Maria De Rosa. But when Phoebe came running in, he and Mrs. Corr dressed and went downstairs to investigate, carefully resisting the temptation to peer out the window. The attackers had thrown the bomb over a wall, and it landed next to the swimming pool. Not as strong as the blast at the embassy, this bomb nevertheless shattered some tiles, damaged pool furniture and broke a glass pane in the first-floor library.

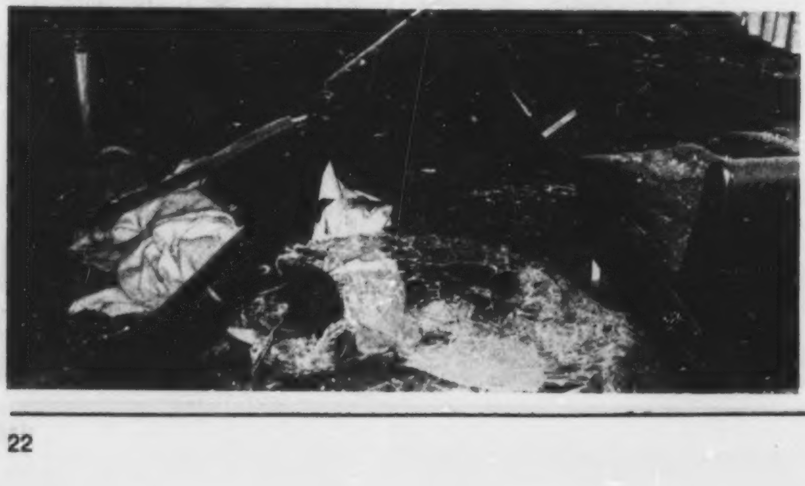
After a quick inspection of the residence, the ambassador toured the embassy and talked to Peruvian police officials, who had arrived almost as quickly as the Marines. ICA photographer Andres Camacho took pictures of the damage, estimated in excess of $50,000—mostly in broken glass and furniture but also including structural damage.

By the time embassy personnel arrived for work at 8 a.m., a crew was busy sweeping up glass and boarding up windows. It was business as usual in the rest of the embassy; once visitors had come through the lobby, there was little to indicate that anything untoward had occurred after midnight. But for Am-

Ambassador *Edwin G. Corr*, third from left, briefs press at site of blast. Press aide *Fernando Cervantes* is on his right.

bassador Corr, it meant squeezing dozens of phone calls into his regular Monday schedule.

He said he was "very grateful" for the expressions of regret and sympathy that came from the foreign ministry, other government officials and fellow ambassadors. (At the residence, Susanne Corr was besieged with calls, many from the United States. Press attaché Jodie Marek spent most of the day taking calls from U.S. TV and radio networks and local affiliates.) Ambassador Corr met with the press and gave a television interview amid the bomb damage.



Shattered glass and furniture lie strewn in lobby of embassy in wake of the blast.

Reflecting after the crisis, he said that one pleasing outcome was to find out that months of updating embassy security measures and contingency plans had paid off.

"People reacted quickly and quietly, and did exactly what they were supposed to do," he said. One of the security measures had been the recent installation of protective glass around the Marine guardpost in the lobby. Safely ensconced behind this glass, Sgt. Tauaa missed the full force of the blast; the glass panes behind him were among the few windows in the lobby that remained intact.

Ambassador Corr said his main regret was that the perpetrators of the attack—so far no one has claimed responsibility—probably feel they have obtained their objective—publicity. Bombs had also hit the offices of the Bank of America, Coca-Cola, the Carnation Milk affiliate, Goodyear, and Ford, causing total damage of about $15,000. By concentrating on American property, the terrorists assured themselves of extensive press coverage, especially in the United States.

One result of the attack was that the Peruvian foreign ministry held meetings with the country's three police forces to discuss protective measures for foreign diplomats. No one at the U.S. embassy, however, seemed to lose sleep over the incident. Most reactions were nonchalant. As one employee commented, it was "just another bomb." ■

Book Review

The State Department and U.S. businessmen

Some changes in the relationship are in the making, reviewer says

BY JAMES R. TARRANT

The reviewer, a Foreign Service officer, was special assistant to the assistant secretary for economic and business affairs, until his recent appointment as director of the Office of Commercial Affairs.

HERZ, Martin F., ed. *The role of embassies in promoting business.* A symposium. Institute for the Study of Diplomacy, Georgetown University, Washington, D.C. 20057, 1981. 68p. $4.50.

IT IS a brutal fact of Department history that we have rarely, if ever, enjoyed much esteem in the eyes of most American businessmen. State has not been seen often as a friend of business. It has been seen sometimes as a protector, but not as an ally in exporting and doing business abroad. And, with occasional lapses, State in the past has not bothered to do much about it.

Mr. Tarrant

There is, of course, a solid historical reason for this. For most of our national existence the United States has not had to export much to fuel the domestic economy and create sufficient jobs for an expanding population. These halcyon days have been over for some time, however.

As recently as 1965, the United States exported only 6% of its gross national product. In 1980, over 12% of our total output was going abroad, having doubled in 15 years. (Interestingly, the crescendo of criticism about the Department's failure to stimulate exports and support business was reached during this period, when exports as a percentage of total output were rising at an historically rapid rate.)

While there is reason to question whether the effectiveness or noneffectiveness of commercial officers at State made any significant difference in the overall level of U.S. exports, we were tagged by Congress as the major executive branch culprit. It was said that the Department did not place sufficient importance on commercial work, that the best officers did not seek commercial jobs. In fact, in recent years, as we sought to counter criticism, the Department's "system" sent conflicting messages: On the one hand, commercial work is very important; on the other, no greater promotional opportunities were forthcoming for officers doing it.

Considerable improvement in performance was seen in the late 1970s, however, as those in charge of the Department's commercial operation scrambled under pressure to avoid its being sacked. But too late.

New Service is born

In 1979, responsibility for commercial work in the major trading countries, as well as 162 positions, were transferred from State to Commerce. The Foreign Commercial Service was created. It is perhaps too early to tell whether this organizational "box switching and line drawing" approach to problem-solving will help, or whether the new Service is just a stopping point for a train headed towards a new cabinet-level Department of Trade and Investment.

Whichever is the case, it is imperative that we give the Foreign Commercial Service our full support. It is in our own interest and the national interest to do so.

It will come as a big surprise to some to learn that State is still very much in the commercial business. While the reorganization gave Commerce responsibility for the 65 largest U.S. trading partners, State retains responsibility for the commercial work of our missions in 75 countries, which, cumulatively, purchased over $16 billion in U.S. merchandise and agricultural exports last year. Obviously, it is important to support these posts.

Unique State role

Perhaps more important, however, is a unique contribution State can make in support of American business abroad. Recently, the chief executive officer of a major U.S. multinational corporation was in the Department for discussions with Deputy Secretary William P. Clark and the assistant secretary for economic and business affairs, Robert D. Hormats. While here, he asked for a briefing at one of our largest East Asian embassies, in a country where his company is considering a major investment. He did not ask for economic trends and commercial opportunities—he wanted the ambassador's views on Soviet intentions, insurgency problems and the general stability of the government there. In other words, he needed a political risk assessment on which to base a decision whether to invest many millions of dollars.

While this particular request was for information of a pronounced political character, there exists a broad band of, essentially, political-economic intelligence which is of great importance to large American companies making important decisions about investing abroad and bidding on large contracts, especially when those contracts now frequently involve the host government. The single best repository for this information is the American ambassador in the country, aided by the deputy chief of mission and the political and economic counselors.

This was one of the key points which was underscored in Georgetown University's 1981 symposium on "The Role of Embassies in Promoting Business."

Symposium on embassies' role

Georgetown's Institute for the

Study of Diplomacy has brought together the personal experiences of business executives having international backgrounds and Government officials from State and Commerce. This follows two earlier symposiums by the institute which explored "Contacts with the Opposition" and "Diplomacy: The Role of the Wife." The objective of this most recent symposium was to analyze how embassies and diplomats promote business, and how this job might be done better.

The reports of the symposium's 19 contributors already constitute a distillation of considerable experience. But if the 68 pages are squeezed hard enough, some basic perceptions become evident. In the category of now-standard complaints about State, the business participants in the symposium document a wide variety of embassy inadequacies and an occasional isolated success story. Then, in a lunge and parry kind of scene reminiscent of Douglas Fairbanks cornering the villain in the staircase, the Government officials defend themselves by explaining why the world is the way it is.

A corollary business theme that emerges is the oft-repeated conviction that the sophisticated French, polished British, methodical Germans, hustling Japanese and even the fun-loving Italian embassies promote business better than we do. Then, again, the parry. The Government officials explain the difficulties imposed by a situation in which each of the other countries gets behind its single competing corporation, while the American embassy must maintain a "balanced" approach among the several American firms who, frequently, compete for a foreign contract.

In a different category, however, are two themes found in various forms throughout the business essays. While neither is completely new, both offer some insight and food for thought.

The first theme, pursued through anecdotal evidence is the feeling of businessmen that the normal commercial fare produced by embassies is of primary value:

—to smaller U.S. companies,
—to companies new to exporting,
—in developing countries,
—in countries with state-controlled industry.

But large American corporations seeking a major contract most commonly do not need and do not want our usual commercial section product, which is available through their own resources. Rather, they are after:

—*"Political" information* (who has clout; how stable is the country going to be; what are the host government's real priorities; how can bribery by third-country competitor firms be countered, etc.).

—*"Political" leverage* (often consisting of just letting host officials know clearly that the American government supports the American bidder or bidders).

—*Ambassadorial action* (not commercial officer action).

Symposium participants

The list of contributors includes:

THEODORE H. MORAN, professor, Georgetown.
PHILIP H. TREZISE, Brookings Institution; formerly with State.
GEORGE A. VON PETERFFY, vice president, General Telephone & Electronics Corp.
RICHARD B. OWEN, career Foreign Service officer.
ROBERT J. BROADWATER, senior vice president, Coca-Cola Co.
BROOKS RYNO, Commerce Department.
THOMAS J. RYAN, president, Pullman Kellog Division, Pullman, Inc.
JOHN HABBERTON, president, Business Council for International Understanding.
HENRY A. CAHILL, deputy chief of mission, Sri Lanka.
JOSEPH F. CONDON, vice president, Combustion Engineering, Inc.
HANS F. de STRAKOSCH, founder, Pioneer Trading Co.
ANTHONY GEBER, consultant; formerly at posts abroad with State.
FRANK A. WEIL, Washington lawyer.
ALBERT W. STOFFEL, trade consultant; former Foreign Service officer, then with Boeing Co.
CALVIN BERLIN, commercial counselor, Embassy London.
M. B. WILLIAMSON, executive, Hercules, Inc.
WILLIAM D. TOOMEY, former Foreign Service officer.
ALFRED C. HERRERA, executive, E-Systems, Inc.

In this construct, the embassy is seen as irrelevant to major American corporations unless it provides political information on which to base a risk assessment for future behavior. Not surprisingly, a new breed of private firm is beginning to emerge in the United States to provide this kind of informaiton.

The second theme, hinted at with some delicacy by several business contributors, is the implication that the time may be near to consider shortening, or somehow modifying, the historical arm's-length overseas relationship between the U.S. Government and business—in order to compete more successfully in foreign markets. As Frank A. Weil, an investment lawyer puts it in his essay, we are at a great disadvantage because our competitors have achieved a "compact" with their governments, but we have not. Another contributor, M. B. Williamson, chief executive officer of a company operating in the Far East, argues for a commercial competitive effort "devoid of the historic American adversary relationship between the public and private sectors."

There are a number of interesting discussions that emerge from the symposium. The report is certainly worth reading. The timing and focus of the symposium could have been more useful, however. It came after the transfer of most commercial responsibilities from State to Commerce, but before there was any appreciable Foreign Commercial Service experience to assess. So the review was focused backwards on the defects of State's commercial system. While this will aid somewhat in the reassessment of the Department's continuing role, there is little guidance here for the new Service. The defects of the State Department system do not extrapolate very well to a Commerce-run system because the latter operates in a substantially different organizational context. If the intent was to provide insight for the new Service, the result is only partially successful.

I suggest that the institute plan now to conduct a similar seminar next April, when the Foreign Commercial Service will have completed two years of experience. Such a study would complement the recently-begun General Accounting Office examination of that Service. Also, it could examine constructively the process by which it was established, as well as the efficiency it has achieved. And the study could offer a private-sector assessment, before the new bureaucracy has so crystallized that making significant changes would be too shattering to undertake.

Changes at State

There was an election in 1980. A new administration came to town with new attitudes about the importance of business and the contributions it makes to this country's economic well-being. In this connection, Secretary Haig was direct in his recent instructions to all ambassadors:

> I look to you to involve yourself personally in leading the U.S. Government commercial effort in your country. [There can be no] half-hearted, unsustained efforts or lip service. It must be a conviction and a major purpose in your ambassadorial stewardship.

Assistant Secretary Hormats has repeatedly underscored the importance of reinvigorating and strengthening the Department's relations with the business community, as part of the broad effort to stimulate export promotion. In addition to the work already going on in the Department, he has assigned the Office of Commercial Affairs the specific task of making new efforts in this direction.

The situation is already changing, with a number of export disincentives being removed and with positive support being given to American firms that export and do business abroad. The administration's recently passed tax legislation, which lays a foundation for stimulating the domestic economy, also provides for more equitable taxation of American citizens working abroad.

New legislation is pending on the Hill which would provide for the establishment of export trading companies to make it easier for medium and small firms to export. Congress is also considering amendments to the Foreign Corrupt Practices Act which would remove the unnecessary ambiguities of the old law that have prevented some legitimate U.S. business operations abroad. In both cases, the Department is playing an active role in support of these bills.

Within the Department, a number of things have happened during the past nine months. In addition to two personal messages to ambassadors stressing the importance of export trade, the so-called "leprosy cable" has been rescinded. This will permit our embassies to provide commercial services to U.S. firms selling defense equipment.

Undoubtedly, the individual and collective consciousness of the Department about export promotion and business concerns has also been raised. The Bureau of African Affairs has been particularly active in this regard. It can also be expected that, with the clear guidance from the Secretary and with businessmen-ambassadors at the helm of an increasing number of embassies, our posts abroad will be more responsive than has historically been the case.

The Department is taking the first step toward strengthening our relations with the business community by demonstrating an attitude of greater willingness to help, both in Washington and at our embassies abroad. While a change of attitude does not remove a single obstacle for U.S. businessmen, a strong policy of actively seeking solutions to export and overseas business problems will obviously produce greater results than a lesser effort.

Clearly, the Department can and should do a great deal more in the cause of promoting U.S. exports and supporting U.S. companies doing business abroad. ■

FOREIGN SERVICE INSTITUTE—*Paul H. Boeker*, right, director, accepts donation of 300 books from Canadian Minister *Gilles Mathieu*. The collection will be utilized in Canadian language and area studies programs.

THE CANADIAN ETHNIC MOSAIC

Foreign Service Families

5 videotapes on overseas living to be shown

Five videotapes on problems encountered by Foreign Service employees living abroad were to be distributed to overseas missions beginning this month. The tapes, produced by the Family Liaison Office, the Office of STATE Magazine and Personnel Public Affairs, and ICA, will also be scheduled for viewing in the Department during lunch hours.

The first tape, scheduled to arrive at posts later this month, is called "Cross-Cultural Adaptation." It discusses how to adapt to "culture shock" and change. Moderated by Ambassador Andrew Steigman, deputy assistant secretary for personnel, the 43-minute tape begins with statements by several employees on how they felt when they moved to a new post. Four panelists—Dr. Elmore Rigamer, regional psychiatrist in New Delhi; Dr. LaRae H. Washington, Medical Services; Sally Pitts, a Foreign Service officer and Foreign Service spouse; and Gary Crawford, curriculum and training specialist at the Foreign Service Institute—then discuss those statements.

The second tape, "Adolescents Abroad," runs 58 minutes and is expected to reach posts in December. On that tape, Dr. Rigamer, whose speciality is child psychiatry, describes three stages of adolescence. A discussion panel, which includes two teenagers, follows. Panel members are Dr. Gordon Parsons, Office of Overseas Schools; Edith Bennett, psychiatric social worker and Foreign Service spouse; Caroline Reagan, a Foreign Service spouse and mother of seven children; Teresa Lauderdale, 19, and Gerry Holmes, 17, children of Foreign Service officers.

From left: ***Dr. Rigamer, Ambassador Steigman, Sally Pitts*** **(back to camera),** ***Gary Crawford.***

"Personal Stress Management," the third tape, is due out in February. It was taken from a five-day Foreign Service Institute course on stress and conflict management. Scheduled for production later this year are two tapes entitled "Re-Entry" and "Listening Skills." "Re-entry" will examine the adjustment problems of returning to the States after living at posts. "Listening Skills" will be an instructional tape on how to listen, understand and communicate fully.

A bibliography and a set of discussion questions will accompany each tape. ■

THE HAGUE—Chargé d'affaires ***Thomas J. Dunnigan,*** **center, with recipients of the American community "Citizens of the Year" award, given annually for notable volunteer services. Others, from left:** ***Mary Ann Boland, Franki Schilp,*** **Mr. and Mrs.** ***Art Davidson.***

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in* STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q. CARIBBEAN

One of our employees was recently medically evacuated from post to Miami, on an emergency basis, because of ruptured tubal pregnancy and hemorrhage which required hospitalization and surgery. Is this covered by the Department's medical program?

A.

Yes, it is. Because the patient was medically evacuated for this emergency surgical procedure, an FS-569 can be issued. That is, the Department will guarantee hospital and related medical expenses beyond those paid by her insurance carrier, relative to the surgery performed because of the ectopic pregnancy.

Q. NEAR EAST

Several outbreaks of cholera have been reported in adjacent countries. Should we at this post start taking cholera shots?

A.

The World Health Organization, the U.S. Public Health Service, and we here at State believe that currently available cholera vaccines are of limited usefulness. Careful attention to appropriate food and water hygiene offer much better protection. It is especially important for you and your family to be meticulous and thorough in *hand-washing* with soap and water—*after* using bathroom facilities and *prior* to food preparation. Travelers coming to the States from cholera-infected areas do not need to show proof-of-vaccination on their yellow immunization cards. Actually, at the moment, relatively few countries require cholera vaccination in order to enter their borders. We recommend that cholera vaccine be given only to those people who may be required to have it for entry at a border checkpoint, when going to or coming from a cholera-infected area. We should all remember that cholera infection is an extremely rare occurrence in Americans traveling and living abroad. Vaccination is indicated to expedite international travel, but better protection against the disease is provided by simple preventive hygienic measures.

Q. WASHINGTON

What are the most common symptoms of high blood pressure?

A.

There are none. But some people think that high blood pressure does produce symptoms such as headaches, dizziness or anxiety. Not so. Because they have none of these so-called symptoms, some people who do have high blood pressure make the mistake of no longer taking medication. But these people should continue to take their medicine and follow their physician's treatment regimes.

Q. AFRICA

We're not sure if our six-year-old received the measles shot as a baby or not, when we were in Asia under the care of an American-trained pediatrician. Certainly he didn't receive the mumps or German measles shot. Can he now receive the combined shot at this late date?

A.

If there is any doubt about your son receiving measles vaccine alone or MMR (combined measles-mumps-rubella) at any time in the past, it is ceptable practice to vaccinate him n with the combination shot. In fact, y r son will probably need proof of mea vaccina- tion to enter school in the tes and in some other countries. Ther ppears to be no known medical risk i accinating people who are already mune to measles because they p iously re- ceived the shot or contract he disease.

Q. ST AFRICA

What is anorexia nervos 'm aware of two acquaintances who ve teen-age daughters with this c lition. Is it serious?

A.

This is a psychologi illness that reveals itself through sig icant appetite and weight loss. It is ually seen in young women at the ansition from puberty to womanhoo ut is also seen in men at the same iod in life. In women, it is usually ac mpanied by the menstrual periods st ping, or being very sparse and irreg . The situation can be a temporary p se in reaction to "becoming a woman but it can also reflect a serious psych tric disturbance. In either case, it re ires very active, expert psychiatric tr ment and, often, hospitalization. I extreme cases, patients with anor a nervosa have died of starvation.

Q. WASHINGTON

My husband is do well on a low-salt diet but I am curio . .which spices are high in sodium an hould be omitted?

A.

May I suggest t you contact your local American art Association and obtain some of t xcellent educational materials they h regarding low-salt diets. Their da itemize seasonings, extracts, herbs a spices that are high in sodium and ould be avoided by people on low- t diets. Foods to be avoided are ilar bouillon cubes, catsup, celery flakes-seed-salt, chili sauce, garlic salt, horseradish prepared with salt, instant vegetable broth, meat extracts and sauces, meat tenderizers, monosodium glutamate, prepared mustard, olives, onion salt, parsley flakes, pickles, relishes, sodium saccharin (sugar substitute), salt substitutes (unless recommended specifically by your physician), soy sauce, tomato paste and worchestershire sauce. □

Dr. Korcak's health hints

The U.S. surgeon general advises women who are pregnant (or considering pregnancy) not to drink alcoholic beverages, and to be aware of the alcoholic content of foods and drugs.

A recent report to the President and Congress summarizes current scientific knowledge about health hazards associated with alcohol consumption, including those during pregnancy. The report concludes that alcohol consumption during pregnancy, especially in the early months, can harm the fetus.

Among the findings in the report are the following:

—Significantly decreased birth weight has been observed among the children of some women who average only one ounce of absolute alcohol (two standard drinks) per day during pregnancy.

—Sizable and significant increases in spontaneous abortions have been observed at reported alcohol consumption levels as low as one ounce of absolute alcohol twice a week.

—A woman who consumes alcohol at amounts consistent with a diagnosis of alcoholism risks bearing a child with a specific cluster of severe physical and mental defects, known as the fetal alcohol syndrome.

This syndrome is frequently associated with mental retardation, and is also characterized by central nervous system disorders, growth deficiencies, a specific cluster of facial abnormalities, and other malformations, particularly skeletal, urogenital and cardiac. Many of these characteristics are individually subtle, but are readily apparent to trained dysmorphologists.

Even if she does not bear a child with the full syndrome, a woman who drinks heavily is more likely to bear a child with one or more of the birth defects included in the syndrome. Microcephaly, which is associated with mental impairment, is one of the more common of these defects.

The reported effects on pregnancy outcome appear to be independent of potentially confounding variables, including nutrition and smoking. In addition, it has been demonstrated that alcohol readily enters breast milk and thus is transmitted to the nursing infant. Heavy alcohol consumption is known to decrease the mother's milk.

Research to establish the mechanisms by which alcohol consumption affects fetal and neonatal growth and development is underway. Health professionals are urged to inquire routinely about alcohol consumption by patients who are pregnant or considering pregnancy. This information should be included in their medical records. Each patient should be told about the risk of alcohol consumption during pregnancy, and advised to not drink alcoholic beverages and to be aware of the alcoholic content of foods and drugs. □

Alcohol Awareness Program

'Why haven't I been able to help my alcoholic?'--II

Following is Part II of an article reprinted with the permission of the Johnson Institute of Minneapolis—a guide for those who suffer with the alcoholic. Part I was in last month's issue.

The blamer

In a vain and desperate attempt to handle these now constant and increasing feelings of low self-worth, more substance is added to her already self-destructive defense system. The attitude of the "blamer" becomes incorporated into her wall of self-deception and unknowingly causes her now to project onto others most of her feelings of failure, hurt, fear, and anger. In this way, her husband seems to be the cause of all her current problems. She "dumps" her bad feelings about herself in typical ways such as:

Blaming—"If you would just drink like other people, I wouldn't be such a nag."

Attacking—"If you would start to act like a *man* and use some will power, you could control your drinking. I control *my* drinking!"

Sarcasm—"Well, I suppose it was *another* flat tire tonight!"

Threatening—"If you don't do something about yourself, the kids and I are leaving."

Silence—A cold shoulder and glaring eyes.

As the disease progresses, the spouse increasingly experiences uncontrollable and inappropriate mood swings. She fluctuates from extended periods of deep depression ending in hours of lonely bedroom crying scenes to violent outbursts of rage and hostility that are now often triggered by minor irritations. These mood swings leave her feeling bewildered and thinking that she is about to slip into insanity. Her defenses again rise up and block from her the full impact of these feelings. This in turn keeps her from gaining the necessary insights which would help to free her from her prison of hostility and depression.

The loner

As her defensive attitudes become rigid and fixed, she loses any ability to increase her own self-esteem. She is locked into a self-defeating pattern of relating to others which, now, affects all areas of her life. Other family members and friends begin to feel uncomfortable when with her because she unconsciously slips into such defensive roles as:

The Super Mother—"I am the only thing that's holding this family together."

"You really should. . ."

Mrs. Self-Righteous—"Why can't you be more like. . ."

"I told you so. . ."

Martyr—"What I put up with for the children's sake. . ."

"Oh, what a life I could have had if only. . ."

"God knows I've tried."

"What's meant to be, is meant to be. . ."

The result of this type of growing hostility and self-pity is the increasing alienation of most of her family and friends.

The enabler

In the end, her own defenses are so highly developed, that she cannot see that her reactions only help to worsen her problems. What she does not realize is that as she increasingly becomes a "Protector," "Controller," and "Blamer," she progressively assumes more and more responsibility for her husband. By assuming responsibility for his actions, she is transformed into a full-blown "enabler." Her behavior allows her husband constantly to avoid the consequences of his abnormal drinking. Her compulsive and desperate attempts to manipulate and control his drinking actually *support* his chemical abuse! The end result of this type of interaction is the continuation of a progressively worsening situation in which both the alcoholic and the spouse become ever more angry, isolated and alienated.

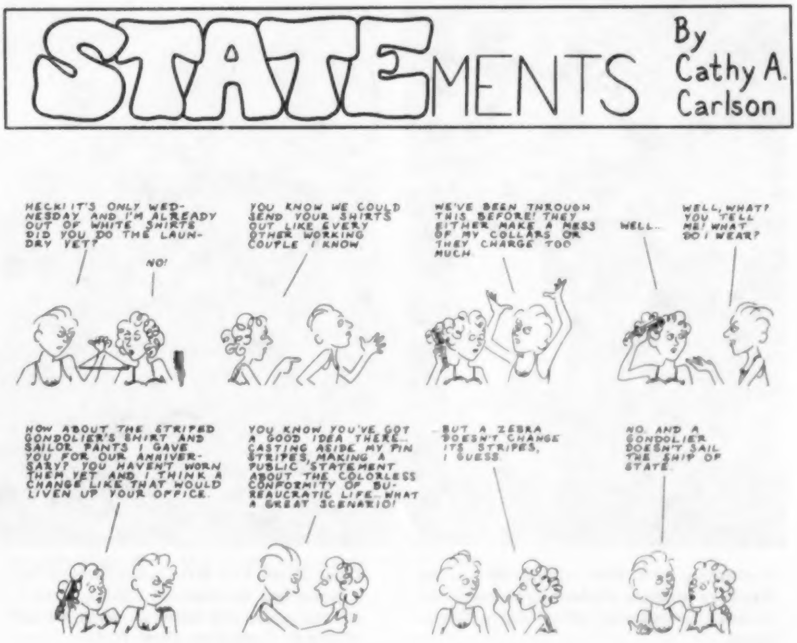
The co-alcoholic

The "enabler" is now the "co-alcoholic." She has become increasingly defensive during her attempt to cope with the disease. Her sincere belief that her only problem is "*his drinking*" becomes a description of how far out of touch with reality she is. She is now totally unable to see the way in which her own defensive attitudes continue to keep her locked into a life that is filled with hostility, self-pity and loneliness. The sad fact is that unless she receives some help for herself she will worsen emotionally while she compulsively enables her spouse's drinking. Her defensive life-style will force her to "pick up the pieces" after each of his drinking episodes. In this way, she not only will become increasingly more protecting, controlling and blaming, but also she inadvertently will hide reality from him. From here the disease will progress while the spouse will continue to deteriorate.

The intervener

To reverse this process, the spouse must gain an insight into how the disease has affected both herself and her husband. To do this, she needs to understand the nature of this illness. By learning the symptoms of the disease, she can reduce some of her irrational guilt for his condition. She, also, needs to become aware of the extent of her own defensive life-style. Her compulsive reactions have "hidden" from her many of her negative feelings towards herself. These defenses begin to lose their control of her, once she starts to identify and examine them when they spontaneously arise. In this way, many of her previously hidden negative feelings become available to her. She can, then, explore these feelings and significantly reduce them. With their reduction, she is able to see that she is not responsible for his condition. Her self-worth is no longer so thoroughly involved with his drinking. She can avoid being trapped into a spontaneous reaction to the disease, and instead, develop the freedom to choose a useful and meaningful response to both her husband and his illness. With this type of freedom and restored self-worth, the spouse can change from a harmful enabler of her husband's disease to a helpful intervener. This in turn can start him on the way toward recovery.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202)632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■


STATEMENTS
By Cathy A. Carlson
HECK! IT'S ONLY WEDNESDAY AND I'M ALREADY OUT OF WHITE SHIRTS DID YOU DO THE LAUNDRY YET?
NO!
YOU KNOW WE COULD SEND YOUR SHIRTS OUT LIKE EVERY OTHER WORKING COUPLE I KNOW
WE'VE BEEN THROUGH THIS BEFORE! THEY EITHER MAKE A MESS OF MY COLLARS OR THEY CHARGE TOO MUCH
WELL..
WELL, WHAT? YOU TELL ME! WHAT DO I WEAR?
HOW ABOUT THE STRIPED GONDOLIER'S SHIRT AND SAILOR PANTS I GAVE YOU FOR OUR ANNIVERSARY? YOU HAVEN'T WORN THEM YET AND I THINK A CHANGE LIKE THAT WOULD LIVEN UP YOUR OFFICE.
YOU KNOW YOU'VE GOT A GOOD IDEA THERE.. CASTING ASIDE MY PIN STRIPES, MAKING A PUBLIC 'STATEMENT ABOUT THE COLORLESS CONFORMITY OF BUREAUCRATIC LIFE.. WHAT A GREAT SCENARIO!
-BUT A ZEBRA DOESN'T CHANGE ITS STRIPES, I GUESS.
NO. AND A GONDOLIER DOESN'T SAIL THE SHIP OF STATE.

Post of the Month: Dakar

THIS seaport post is in the capital of Senegal, at the western tip of West Africa's bulge. Our employees there are featured in this issue as part of STATE's continuing series. The photos, unless otherwise indicated, are by *Joe Nowell.*

General services assistant *Mariam Seydi.*

Deputy chief of mission *Ed De Jarnette* greets village chief in northern Senegal, *(Photo by Guilford Queen, ICA)*

Performing with West African Blue Grass Band are secretary *Barbara Greenwood* and economic/commercial officer *Larry Greenwood.*

David Shear, AID director, and *Makary Sarr,* a Senegalese development official, at an irrigation project near Bakel, in eastern Senegal. *(Photo by Papa Kane Diaw, ICA)*

At mission reception, from left: *Aminata Fall, Madeleine Kane, Boussoura Diop, Mariam Seydi, Dessamba Sene. (Photo by Papa Kane Diaw, ICA)*

Information officer *Margaret Eubank* buys flowers at Kermel Market in Dakar.

A road on Goree Island, 20 minutes by ferry from Dakar.

Administrative officer *Gige Robinson* with secretary Nabou Sarr.

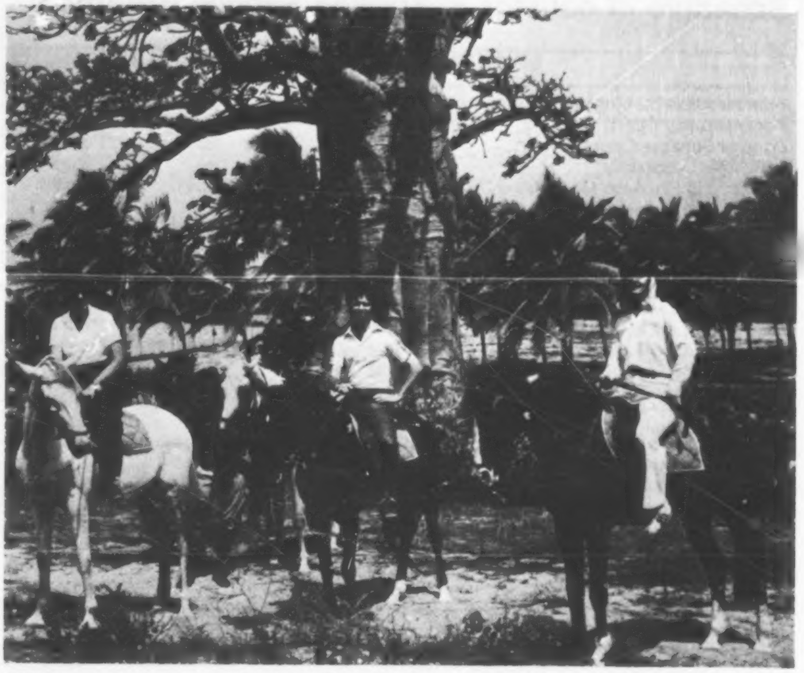
Personnel officer *Anne Armfield*, center, with staff members, from left, *Marieme Seck*, *Alphousseyni Diallo* and *Rohie Sane*.

Place de L'Independance in downtown Dakar, viewed from the American Cultural Center.

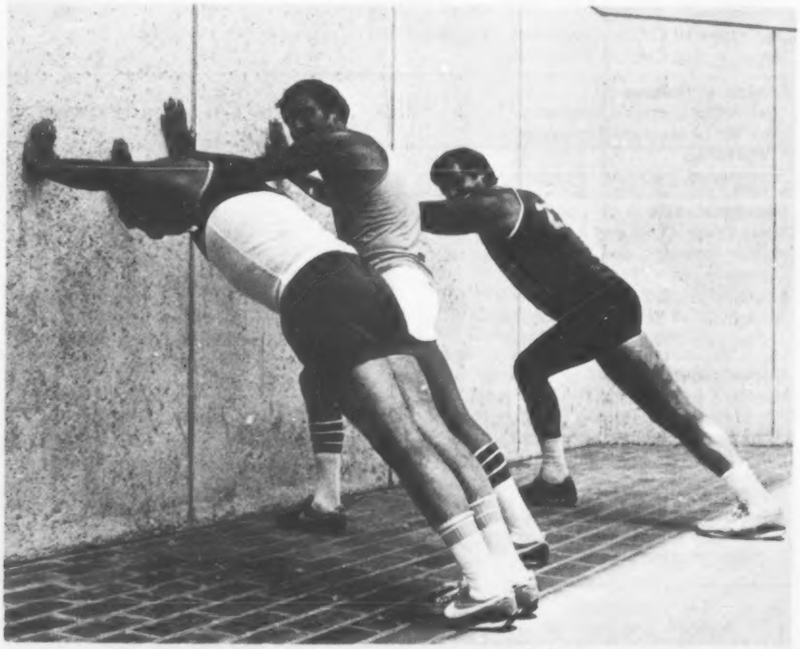
Jim Tuten, head of the communications section, with *Macoumba Mbodj* of the shipping unit.

Mission employees meet with governor of Senegal Oriental, seated at right. From left are *Mel McCaw* and *Khoi Le*, AID; *Lorraine Isaac*, Peace Corps; *Joe Nowell*, consul; *Roy Shelton*, defense attaché. *(Photo by Papa Kane Diaw, ICA)*

Ambassador *Charles W. Bray III* and, behind him, deputy chief of mission *Ed De Jarnette,* entering the chancery. *(Photo by Papa Kane Diaw, ICA)*



Riding past a baobab, the national tree of Senegal, from left: *Sally Camp, Brad Swanson, Barbara Stickler.*



Stretching before their noontime run, from left: *Robert Hammond, Steve McFerron, Bill Cervenak.* ■

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Nov.*	*Dec.*	*Jan.*	*Length of course*
Administrative training				
Administrative CORE	30	—	4	3 weeks
General Services Operations	16	28	25	3 weeks
Personnel Laboratory	16	—	—	2 weeks
Budget and Financial Management	16	—	25	6 weeks
Coping with Violence Abroad	2	14	*	2 days
*Dates to be announced				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	30	—	—	3 weeks
Economic and commercial training				
Information Systems Manager Training	2	—	—	3 weeks
Executive development				
Executive Performance Seminar	15	—	10	5 days
*Inspector's Management Training (tentative)	—	—	25	3 days
*Overseas Supervisory Workshop	—	—	10	5 days
Supervisory Studies Seminar	29	—	—	5 days
*By invitation only				
Political Training				
Foreign Affairs Interdepartmental Seminar	—	—	11	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	4	—	6	6½ weeks
Orientation Program for Foreign Service Personnel	23	—	11	5 days
Departmental Officer Orientation Program	23	—	11	2 days
Departmental Clerical Orientation	9	—	18	4½ days
Clerical workshops				
*The Art of Dictation Workshop	20	—	—	4 hours
*The Art of Machine Transcription Workshop	20	—	—	4 hours
*Self-paced, instructor monitored				
Secretarial skills				
Basic Office Skills and Techniques	2	—	—	24 hours
Human Relations and Secretarial Office Procedures	—	—	11	8 days
Intermediate Stenography	—	—	5	9 weeks
Workshop for Speed and Accuracy (formerly Intermediate Typing)	—	—	4	4 weeks
Communication skills				
How to Communicate by Letter and Memo	2	—	—	10 days
Fundamentals of Writing (for Government) (formerly Basic Writing Skills)	2	—	—	5 weeks
Speech and Oral Communication	—	—	12	6 weeks
Courses for managers				
Advanced Writing for Senior Managers (formerly Effective Writing in International Affairs)	10	—	—	22 hours

—*(Continued on next page)*

Almost one out of every three people in the national capital area received services from United Way/United Black Fund agencies last year. □

Mid-level program gets underway

Under Secretary Richard T. Kennedy and Foreign Service Institute director Paul H. Boeker opened the Mid-Level Officers Professional Development Program, at the Foreign Service Institute, August 31. Fifty-two mid-career administrative, consular, economic and political officers comprise the first class of the five-month development program, which will be conducted twice annually.

The under secretary stressed the importance the Department attaches to professional development. He outlined the resource commitment that has been provided for professional training with a goal of enhancing leadership and management of foreign policy. Mr. Boeker described the Department's new professional development program under the 1980 Foreign Service Act as "a careful blend of job experience and expanded, tailored training."

The mid-level program is designed to prepare officers for increasing responsibilities in the 10-to-15-year span from tenure to the senior officer threshold.

The opening program segment analyzes global trends and issues. Intensive advanced functional training in career specialties; management, negotiation and Washington bureaucratic skills and techniques; and elective courses in the political-military area, political analysis, energy, science and technology, and the Washington foreign policy process round out the program, which is to conclude in late January. The second session will begin in February. □

New diplomatic dictionary

The Department's Library recently published a second edition of its "International Relations Dictionary," first issued in 1978. The new edition is updated and revised, and adds 53 new items. Department employees may pick up a copy at the Library, Room 3239 (extension 23609). The dictionary is for sale through the U.S. Government Printing Office. Price: $4.25; Stock No. 044-000-01853-5. ☐

Courses at Overseas Briefing Center

The Overseas Briefing Center at the Foreign Service Institute is offering several seminars and workshops on the American scene, career counseling, community skills, and on the problems relating to going overseas or returning to the United States after serving abroad. Scheduled during October and November:

Career Counseling, October 13-16, 9:15-1 p.m.—The workshop discusses the difficulties spouses face in employment during their frequent moves. Participants also receive guidance in setting personal goals, identifying their skills, seeking career alternatives, writing resumes and conducting an interview.

The American Scene, October 19-30, 9:15-3 p.m.—A two-week seminar on the current political, social, economic and artistic scene, cross-cultural communication, global interdependence, and other topics for families interpreting the United States abroad or rejoining the American mainstream.

Going Overseas, November 4, 6 to 9:30 p.m.—The workshop deals with such matters as disengaging from one's own community, maintaining contact with friends and relatives, developing realistic expectations, managing stress and developing a plan for settling into a new community.

Re-Entry, October 14, 6-9:30 p.m., for single people and couples; November 2, 9:15-1 p.m., for spouses; and November 21, 10-3 p.m., for families—These workshops seek to assist participants to recognize the stresses people face in making the transition home, and to help identify resources for speeding resettlement.

Community Skills, November 16-20, 9:15-1 p.m.—The workshop examines the nature of community mental health, techniques for assessing the needs of a community, and specific techniques for action.

Those interested should contact the Overseas Briefing Center, Foreign Service Institute. ■

—(Continued from preceding page)

Area studies and language training

Program		Nov.	Dec.	Jan.	Length of course
Area studies					
Africa, Sub-Sahara		2	7	25	2 weeks
Western Europe		2	7	25	2 weeks
East Asia		2	—	25	2 weeks
Eastern Europe and USSR		2	—	25	2 weeks
Latin America		2	7	25	2 weeks
Near East and North Africa		2	7	25	2 weeks
South Asia		2	—	25	2 weeks
Southeast Asia		2	—	25	2 weeks
Overseas briefing center					
Two-Week Family Workshop		—	—	11	2 weeks
Community Skills Seminar		16	—	—	1 week
Re-entry Workshop	Saturdays	21	—	—	1 day
	Evenings	—	—	—	—
	Mondays	2	—	—	—
Going Overseas	Wednesdays	4	—	—	1 day
Language and advanced area courses					
French		16	14	11	20 weeks
German		16	—	—	20 weeks
Italian		16	—	—	20 weeks
Portuguese		16	—	—	24 weeks
Spanish		16	14	11	20 weeks
Familiarization and short-term (FAST) courses					
Arabic, Peninsula (Hijazi and Gulf)		—	—	11	6 weeks
French (Metrop.)		16	14	11	10 weeks
French (Sub-Sah.)		16	14	11	10 weeks
German		30	—	—	10 weeks
Italian		30	—	—	10 weeks
Portuguese (L.A.)		30	—	—	10 weeks
Portuguese (Eur.)		30	—	—	10 weeks
Spanish (Eur.)		16	14	11	10 weeks
Spanish (L.A.)		16	14	11	10 weeks
Russian		—	—	4	6 weeks ☐

Solution to Diplo-crostic puzzle No. 11

(See August-September issue)

Judith Voirst.
The Other Women

"The other woman never smells of Ajax or Spaghetti-O and was bored with Bob Dylan a year before we had heard of him and is a good sport about things like flat tires and no hot water because it's easier to be a good sport when you're not married."

A. Jawbreaker
B. Urania
C. Database
D. Irae
E. Taxonomy
F. Hobnob
G. Viable
H. Its
I. Offhanded
J. Radames
K. Sorrow
L. Thaumaturgy
M. Twelfth
N. Hobbledehoy
O. Easter
P. Old School Tie
Q. Tosspot
R. How Now
S. Endorser
T. Radiate
U. Widdershins
V. Orange Free State
W. Moog
X. Appointee
Y. Night

American Diplomacy 1781

The world turned upside down

October 1781

By Jan K. Herman

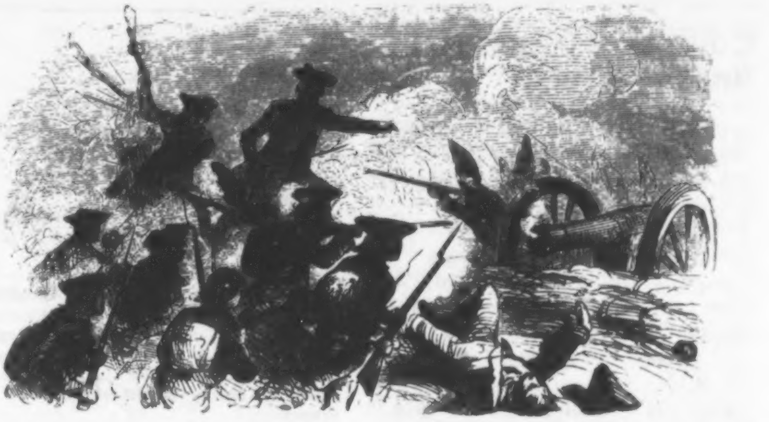
If ponies rode men and if grass ate the cows
And cats should be chased into holes by the
 mouse. . .
If summer were spring and the other way
 around,
Then all the world would be upside down.

To this appropriate but improbable child's rhyme, set to marching music, somber regimental bands lead 8,000 British and German troops out of Yorktown to a meadow called Surrender Field.

The 19th is crisp and bright with a clear, blue sky and the earthy, fresh smell of fall. The haze and humidity of summer are past and the colors are true—the ambers, golds and reds of the leaves and the scarlets, buffs, whites and blues of many thousand uniforms. For at least a mile, the allied armies line the road to Hampton, the Americans on one side, the French on the other. From the surrounding countryside, people have gathered, some on foot, others on horseback and in carriages, most having sensed that an historic event is being played out before them.

One cannot help but note the contrasts. The French are immaculate in crisp, white uniforms, fleur-de-lis-emblazoned standards snapping in the breeze above them. The Americans wear clothing reduced to tattered rags by six long years of war. Yet there is nothing shabby in their bearing. The men stand at attention. Every so often, a hard-to-control smile breaks out.

The humiliated redcoats and their German mercenaries, in brand-new uniforms broken out for the occasion, slowly move down the road between their conquerors, their regimental colors cased. Although most march to a smart cadence, others obviously have fortified themselves with spirits. Some pull their hats down to hide the tears. They ground their Brown Bess muskets in a growing pile. By 4 in the afternoon, some of the finest British troops in America are prisoners of war.



The end for Cornwallis has come after a classic European-style siege, masterminded by Brigadier General Louis le Beque du Portail and Baron von Steuben. The commander-in-chief chose to take the advice of his more experienced foreign allies on its execution. By the 9th, the first parallel of siege works were completed and, by the next day, the cannons opened up on Yorktown from a range of 1,000 yards. One day later, British fire had almost been silenced, and French and American picks and shovels began a second parallel, bringing the siege guns even closer. On the 14th, raiding parties captured British Redoubts 9 and 10. On the 16th, the British counterattacked and were beaten back. A violent storm prevented Cornwallis' escape across the York River the following day, and on the 18th he asked for the terms that brought his beaten men to Surrender Field.

On the afternoon of the surrender, General Washington hastens to inform Congress that ". . .a reduction of the British Army under the Command of Lord Cornwallis is most happily effected. . ." Wild celebrations break out when the news reaches Philadelphia.

On the 24th, Robert Livingston, the newly-appointed Secretary of Foreign Affairs, cannot contain his glee as he writes to Benjamin Franklin. "Enclosed you have the capitulation of York and Gloucester town, by which a British army of 5,600 men was surrendered. . ." Livingston also tries to dissuade the aging diplomat from stepping down, especially now.

Although the joy of victory is contagious, few believe the fighting is over. Even as the British and German prisoners march off to prison camps, Charleston and New York remain occupied. General Washington plans a new campaign, contemplates General Greene's plea for reinforcements, and begs Congress for more supplies to succor his troops. Skirmishing in the Carolina swamps and in the New York City area continues. Two weeks before the Yorktown surrender, on a sandy bluff overlooking Long Island Sound, an insignificant British outpost called Fort Slongo falls after a daring amphibious assault led by Washington's chief of intelligence, Major Benjamin Tallmadge.

(One of a series)

The war indeed goes on. A British fleet belatedly leaves New York after lengthy repairs, following last month's engagement with Admiral de Grasse. It is too late to save the already vanquished Cornwallis. And a lone American vessel puts out to sea to deliver Livingston's message. Franklin's work, it would seem, is far from over. ■

Personnel: Civil Service

Promotions

GG-6

Olson, Mary I., U.S. Mission to the United Nations

GG-11

Milosevich, Milorad Rev, Foreign Service Institute
Stinson, Marina Wille, Foreign Service Institute

GS-3

Adams, Lisa B., Office of Security, Document Information Systems
Brown, Tywanna, Office of the Comptroller, Financial Operations
Griffin, Daphne Y., Passport Office, Stamford
Shelton, Vonzella, Passport Office, Records Branch
Smith, Rachael E., Visa Office
Zitomer, Glenda J., Passport Office, Houston

GS-4

Carter, Sandra M., Diplomatic Pouch and Courier Operations Division
Eigner, Lillian A., Passport Office, Miami
Fleming, Carla M., Foreign Service Career Development and Assignments, Junior Officer Branch
Jackson, Carolyn, Passport Office, Records Branch
Kirby, Armenta Von, Consular Affairs
Wood, Amy J., Office of Security, Investigations Division

GS-5

Crain, Maggie D., Passport Office, New Orleans
Dollins, Victoria Ann, Economic and Business Affairs, Transportation and Telecommunications Affairs
Helton, Kathleen L., Office of Citizens Consular Services, African Division
Howard, Elizabeth A., Bureau of Personnel, Recruitment Division
Johnson, Michael L., Office of the Secretary, Executive Secretariat
Long, Michelle S., Bureau of Personnel, Special Recruitment Branch
Marckwardt, Rudolph M., Passport Office, Los Angeles
Shoemaker, Christine A., Economic and Business Affairs, Energy Consumer—Country Affairs
Winstead, June A., North European Affairs

GS-6

Fritsche, Sue Carolyn, Consular Affairs
Hart, Larry T., Communications Center
Hood, Patricia O., Intelligence and Research
Lester, Marguerite L., Consular Affairs
Ohta, Sharon E., Office of the Secretary, Executive Secretariat
Pratt, Elizabeth J., Office of Communications, Programs and Engineering Division
Putnam, Dawn Marie, Office of the Secretary, Operations Center
Robinson, Rosetta E., Office of the Comptroller, Financial Operations
Seabrooks, Jameta, Office of Operations, Supply and Transportation Branch
Waska, Frances R., Arabian Peninsula Affairs
Wilkins, James R., Communications Center

GS-7

Butler, Irish Jean, Intelligence and Research, Coordination Division
Collins, Timothy V., Office of the Secretary, Operations Center
Cox, Stephen G., Passport Office, Washington
Garcia, Franklin D., Office of Human Rights
Gaw, Monica Anne, Citizens Consular Services, Inter-American Division

FOREIGN SERVICE INSTITUTE—September graduates of the clerical orientation class, first row, left to right: *Pamela Smith, Essie Cobb, Donna Mavritte, Debra Higgins, Frances Harris, Patricia Brown.* **Second row:** *Jessie Colson,* **course coordinator,** *Russell Hall, Raisse Podolak, Gloria Swailes, Theresa Slye, Deborah Wade, Pamela Hawkins, Donna Garrett,* **faculty. Third row:** *Helen Sullivan, Beverly Parker, Craig Townsend, Carrie Hall, Terry Greene.*

FOREIGN SERVICE INSTITUTE—Recent graduates of the clerical orientation class, front row, from left: ***Gerald Okerson, Steven Parker, Katherine Chadick, Linda Shepherd, Elizabeth Segar, Gwendolyn Lockely, Jean Johnson, Jerry Thomas.*** **Second row:** ***Janet Thompson, Cynthia Krucelyak, Cecelia Madison, Sharon Miles, Trithenia Carey, Herbert Winston.*** **Not shown: Leslie Brown, Marketta Nelson, Karen Puschel, Judith Scott.**

Gross, Joyce A., Office of Nuclear Technology and Safeguards
Hendon, Nicole N., Office of Operations, Foreign Affairs Information Management Division
Hess, Anne M., International Narcotics Matters
Keeter, Evelyn B., Office of Security, Investigations Division, Detroit Field Office
McConville, Catherine M., Oceans and Environmental and Scientific Affairs
Picard, Michelle Helen, Intelligence and Research, Office of the Geographer
Roberts, Joan G., Intelligence and Research
Steele, Julie Ruth, Foreign Service Institute
Stewart, Joan E., Visa Office
Walker, Dianne H., Office of Operations, Foreign Affairs Information Management Division

GS-8

Carper, Jennie A., Politico-Military Affairs
Dewire, Barbara Bohnsack, Foreign Service Career Development and Assignments European Division
Landis, Carol S., Oceans and International Environmental and Scientific Affairs
Podolsky, Evelyn F., Office of Operations, Supply and Transportation Branch
Santiago, Robustiano, Office of Operations, Supply and Transportation Branch

Tapley, Hattie N., Consular Affairs, Visa Services

GS-9

Dewan, Linda L., Office of Protocol
Healey, Joanne B., Office of Security
Lindberg, Arthur, Passport Office
Pierce III, James, Intelligence and Research, Current Intelligence Staff
Quick, Tilman, Intelligence and Research, Documents Control Branch
Roman, Margaret E., Office of the Ambassador-at-Large

GS-11

Crowley, Daniel F., Office of Foreign Buildings
Cubbins, Phyllis E., Passport Office, Seattle
Hobgood, Teresa D., Overseas Citizens Services, European Division
Lotocki, Mary Lynn, Inter-American Affairs
Robinson, Althea W., Office of Operations, Foreign Affairs Information Management Division
Sloan, William B., Communications Center
Stange, Charles H., Visa Office
Waters, Donna L., Overseas Citizens Services, European Division
Young, Frances R., Bureau of Administration, Financial Management Division

GS-12

Fagan, Joseph J., Communications Center
Gillespie, Vivian Sue, Public Affairs, Office of Plans and Opinion Analysis
Hernandez, Lucille C., Office of Citizenship, Nationality and Legal Assistance
Jacobson, Julia, International Organization Affairs
Lowenfeld, David H., Economic and Business Affairs, Energy Consumer—Country Affairs

GS-13

Austin, Joan B., Office of Facilities Management and Administrative Services

Bowden, Eugene C., Office of Facilities Management and Administrative Services

Farris, Leroy, Communications Center

McClevey, Richard P., Consular Affairs, Office of Management

Monroe, Frederick F., Intelligence and Research, Global Issues Staff

Palmer-Royston, Sharon E., Passport Office, Office of Citizenship, Nationality and Legal Assistance

Parker, Adeline B., Office of the Comptroller, Budget and Planning

Spinner, Karen M. Rinta, Passport Office, Office of Citizenship, Nationality and Legal Assistance

Wickham, Anne M., Oceans and International Environmental and Scientific Affairs, Office of Food and Natural Resources

GS-14

Finn, David, Office of Communications, Programs and Engineering Division

Vanderburgh, Eileen B., Intelligence and Research, Information Handling Staff

WI-25

Jackson Jr., Albert G., Office of Operations, Foreign Affairs Information Management Division

New Appointments

Accetturi, Anthony Paul, U.S. Mission to the United Nations

Armstrong, Regina A., Office of Security

Atkins, Ngozi L., Office of Operations, Foreign Affairs Information Management Division

Balton, Rhonde A., Office of Operations, Foreign Affairs Information Management Division

Beasley Jr., John A., Bureau of Personnel, Office of Management

Belmont, Paul Thomas, Intelligence and Research

Belton, Jacqueline V., Office of Operations, Foreign Affairs Information Management Division

Benson, Roger N., Classification/Declassification Center

Berg, John H. R., Paris

Berthold, Eric, Office of Communications

Booth, Beth Lauree, Passport Office, Honolulu

Boyle, Karen Lyn, Office of Operations, Supply and Transportation Division, Despatch Agency, New York

Brown, Leslie Renee, Office of the Comptroller, Financial Operations

Brown, Lorin I., Bureau of Personnel, Office of Management

Bryant, Kirk Stewart, Passport Office, Records Branch

Buchanan, Thompson R., Classification/Declassification Center

Campbell, Jeannette M., Oceans and International Environmental and Scientific Affairs

Carey, Trithenia, Office of Security, Evaluations Division

Champagne Jr., Eugene E., Classification/Declassification Center

Chesley, Carolyn E., Office of the Secretary, Executive Secretariat

Chu, Gregory A., Bureau of Personnel, Office of Management

Clark, Annie V., Bureau of Personnel, Office of Management

Cole, Wanda M., Bureau of Personnel, Office of Management

Dade, Lori Ann, Despatch Agency, Baltimore

DeGraff, Jane E., Office of the Ambassador-at-Large for Cultural Affairs

DeLeede, Elisabeth, Foreign Service Institute

Duncan-Peters, Stephen, Classification/Declassification Center

Dunmore, Gregory Charles, Bureau of Personnel, Office of Management

Engluno, Jodee Lynne, Passport Office, Seattle

Fondren, Sheila Renea, Passport Office, Chicago

Fong, Connie Eng, Passport Office, Seattle

Ford, Etta M., Passport Office

Garner, Bridget, Passport Office, Stamford

Garrett, Patricia A., Office of the Secretary, Executive Secretariat

Geber, Anthony, Classification/Declassification Center

Gibson, Michelle, Office of Medical Services

Grabar, Nicolas H., Office of the Legal Adviser

Guida, Regina Angela, Office of Facilities Management and Administrative Services

Hafner, Anne, Foreign Service Institute

Hall, Carrie Virginia, Passport Office, Records Branch

Hall, Russell Eugene, Passport Office, Records Branch

Harris, Francis R., Office of Security, Document Information Systems Division

Harris, Tracie Lee, Passport Office, New Orleans

Hawkins, Gwendolyn, Bureau of Personnel, Office of Management

Head, Faith Renee, Diplomatic Pouch and Courier Operations Division

Hendricks, Cassandra Odel, Passport Office, Chicago

Ho, Rowena W. H., Passport Office, Honolulu

Hylton, Ronald R., Office of the Chief of Protocol

Hyson, Athena, Passport Office, Records Branch

Ismail, Shaik, Foreign Service Institute

Ivy, Carl S., Intelligence and Research, Telecommunications Branch

Jackson, Roderick E., Bureau of Personnel, Office of Management

James, Tol Yohontas, Passport Office, Chicago

Jeter, Deborah L., Passport Office, Los Angeles

Johnson, Charlenne Laverne, Passport Office, Miami

Judge, Martin F., Public Affairs, Editorial Division

Kaplan, Joyce, Passport Office, New Orleans

Kaslow, Marie A., Passport Office, Stamford

Koblick, Ted A., Congressional Relations

Krucelyak, Cynthia R., Office of Security, Document Information Systems Division

Lawrence, Sheri Yvonne, Passport Office, Los Angeles

Light, Carol J., Management, Office of the Assistant Legal Adviser

Link, Andrea Veronica, Office of Supply, Transportation and Procurement

Linthicum, Linda Oneita, Passport Office, Washington

Lopatofsky, Sandra A., Refugee Programs

MacKenzie, Scott B., international Organization Affairs

Madison, Cecilia Francine, Passport Office, Records Branch

Mallon, Gabrielle Straider, Visa Office

Maloy, Richard Earnest, Passport Office, Houston

Marks, Michael Bruce, Office of the Under Secretary for Security Assistance, Science and Technology

Mavritte, Donna Marie, Passport Office, Records Branch

McCarthy, Sabrina A., Office of the Legal Adviser

McDonnell, James P., Classification/Declassification Center

Miles, Sharon A., Administrative and Clerical Pool

Mills, John L., Classification/Declassification Center

Morricon, Alan Garvin, Passport Office, Washington

Neeson, Elizabeth Ann, Passport Office, Seattle

Parker, Arrin Mary, Passport Office, New Orleans

Parker, Beverly Ann, Passport Office, Records Branch

Pepys, Mary Noel, Office of the Ambassador-at-Large for Cultural Affairs

Porter, Joyce L., Passport Office, Chicago

Prosper, Sybil T., Passport Office, New Orleans

Puschel, Karen Lynn, Intelligence and Research, Office of Analysis for the Soviet Union and East Europe

Rawding, Rodney E., Office of Protocol

Reid, Jennifer Lee, Office of Supply, Transportation and Procurement

Reynolds, Sandy, International Organization Affairs

Robinson, Davis R., Office of the Legal Adviser

Robinson, Gwendolyn S., Passport Office, New Orleans

Root, Sandra A., Office of Protocol

Rosen, Ellen L., Office of Supply, Transportation and Procurement

Scurko, Laura A., Politico-Military Affairs

Secada, Christopher A., Office of the Secretary, Executive Secretariat

Sienkiewicz, Stanley, Office of the Under Secretary for Security Assistance, Science and Technology

Smith, Pamela A., Administrative and Clerical Pool

Snell, Anthony C., Bureau of Personnel, Office of Management

Sullivan, Helen C., Passport Office, Records Branch

Thomas, Jerry Leonard, Passport Office, Records Branch

Thompson, William R., Office of Security, Protective Operations Division

Tolliver, Anthony S., Consular Affairs

Townsend, Craig Alan, Passport Office, Records Branch

Townsend, Kimberly Joy, Passport Office, Los Angeles

Tyler, Cathy Patrice, Passport Office, Los Angeles

Wade, Deborah A., Passport Office, Records Branch

Ward, Denise Ann, Passport Office, Houston

Washington, Linda T., Passport Office, Washington

Watkins, Reginald C., Bureau of Personnel, Office of Management

White, David M., Bureau of Personnel, Office of Management

Williams, Reginia, Office of Operations, Foreign Affairs Information Management Division

Wood, Marilyn Kay, Passport Office, Seattle

Zangla, Maria L., International Narcotics Matters

Zeppetella, Leila M., Office of the Secretary, Executive Secretariat

Reassignments

Clifford, Maria K., Intelligence and Research to Consular Affairs

Dorman, Stephen T., Economic and Business Affairs, Office of Development Finance to Consular Affairs

Fisher, David L., Office of Operations, Supply and Transportation Division to Office of Operations, Foreign Affairs Information Management Division

Flanagan, Ellen M., Administrative and Clerical Pool to Civil Service Career Development and Assignments Division

Frazier, Tracy L., Administrative and Clerical Pool to Consular Affairs

Gudgeon, Kim Scott, Office of Legal Adviser, Economic and Business Affairs to Office of Legal Adviser, Inter-American Affairs

Hollenbeck, Celeste, Administrative and Clerical Pool to Consular Affairs, Public Affairs Staff

Hollick, Ann L., Oceans and International Environmental and Scientific Affairs to Economic and Business Affairs

Hooper, Cheryl L., Office of the Comptroller to Consular Affairs, Office of Management

Hummer, Lucy A., Office of Legal Adviser, Management, to Office of Legal Adviser, Economic and Business Affairs, Office of the Assistant Legal Adviser

Krainz, Sherman J., Passport Office, Detroit to Passport Office, Special Issuance Center

Lawson, Catherine M., Administrative and Clerical Pool to Bureau of Personnel, State Magazine and Public Affairs

Mercer, Sheila M., Administrative and Clerical Pool to Bureau of Personnel, Employee Management Relations Division

Middaugh, Jacqueline Wise, Oceans and Environmental and Scientific Affairs to African Affairs

Ross, Yolanda G., Office of the Comptroller, Financial Operations to Office of Comptroller, Budget and Planning

Silva, John Christian, Administrative and Clerical Pool to Bureau of Personnel, Office of Management, Administrative Services

Stack, Rose Carney, African Affairs to Office of the Under Secretary for Security Assistance, Science and Technology

Sweeney, James J., Office of Security, Washington Field Office to Office of Security, Boston Field Office

Thompson, Benay M., Visa Office to Consular Affairs

Resignations

Afzal, Leila J., Oceans and International Environmental and Scientific Affairs Office of Non-Proliferation and Export Policy

Aldrich, George H., Interagency Task Force on the Law of the Sea

Atikkan, Faika Sule, Foreign Service Institute

Baumann, Linda Adriene, Office of Legal Adviser, European Affairs

Bean, Lily Bravo, Foreign Service Institute

Belgang, Helga I., Office of International Conferences

Benezet, Julia E., International Joint Commission

Blair, Edith Draper, Office of Protocol

Boggs, Rein T., Foreign Service Institute

Bokow, David F., Inter-American Affairs

Borda, Suzanne B., Consular Affairs

Bradley, Michael V., Passport Office, Philadelphia

Brewster, Sylvia R., Passport Office, Boston

Burrill, Charlene L., Office of Medical Services

Busuttil, James J., Office of the Legal Adviser

Carroll, John P., Office of Facilities Management and Administrative Services

Chapman, Paula L., Passport Office, Los Angeles

Ching, Byron Kwock Keong, Passport Office, Honolulu

Clemons, Michael, Office of Facilities Management and Administrative Services

Coates, Carolyn F., Passport Office, Records Branch

Cote, Norma Jean, Foreign Service Institute

Edwards, Noel Lynn, Passport Office, Detroit

Francis, William W., Office of the Deputy Assistant Secretary for Information Systems

Gaskins, Paulette R., Foreign Affairs Data Processing Center

Gore, Catherine M., Office of Protocol

Gould, Margaret S., Oceans and International Environmental and Scientific Affairs

Gross, Brenda L., Passport Office, Records Branch

Hull, Ellen M., Near Eastern and South Asian Affairs

Jones, Barry A., Office of Supply, Transportation and Procurement

Jones, Cynthia D., Foreign Service Institute

Jones, Lorenzo L., Passport Office, Washington

Jurkevich, Gayana, Civil Service Career Development and Assignments Division

Keys, Marcia L., Visa Office

Kimball, John C., Public Affairs, Office of Public Communication

Kripner, Nancy Jo, Office of Medical Services

Krussel, V. Jean, International Organization Affairs, Office of Multilateral Policy and Coordination

Larriva, Victoria, Passport Office, Los Angeles

Lawrence, Valinda J. P., Passport Office

Layon, Linda P., Passport Office, Los Angeles

Maddux, Dana L., Economic and Business Affairs

Mazur, Patricia A., Office of Security, Evaluations Division

McCauley, Lillian Rugena, Passport Office, Records Branch

McLain, Ingrid J., Visa Office

McNeil, Dale A., Foreign Service Institute, Administrative Services

Miller, Hariatmi K., Foreign Service Institute

Moretti, Rosemary L., Office of the Secretary, Executive Secretariat

Nagelhout, Martha June, International Narcotics Matters

Neuhaus, Joseph E., Office of the Legal Adviser

Olaghere, Maria J., Southern African Affairs

Oswalt, Cheryl A., Public Affairs, Correspondance Management Division

Petersen, Karen S., Passport Office, Detroit

Peterson, Sheryl Lynn, International Narcotics Matters

Pitts, Delia C., Office of the Associate Historian, Asia, Africa and Pacific

Purcell, Susan K., Office of the Secretary, Policy Planning Staff

Randall, Michelle M., Foreign Service Institute

Roth, Robin, Inter-American Affairs

Rucker Jr., James, Diplomatic Pouch and Courier Operations Division

Schumacher, Karin A., European Affairs
Setash, Mark Allen, Office of Facilities Management and Administrative Services
Sexton, Cynthia Jeanine, Passport Office, Los Angeles
Smith, Ethelyon, Passport Office, Detroit
Strannigan, Elizabeth Jean, U.S. Mission to the Organization of American States
Vitola, Denise D., International Organization Affairs
Wolf, William John, Office of Operations, Supply and Transportation Division

Retirements

Blackmore, Ruth, Passport Office, San Francisco
Bostain, James C., Foreign Service Institute
Diener, Ruth C., Passport Office
Gathright, Wreatham E., Office of the Secretary, Policy Planning Staff
Komar, Joseph, U.S. Mission to the United Nations
Walker, Dumont A., Communications Center □

New Civil Service position is created

Myra Howze Shiplett has been appointed the Department's associate director of personnel (Civil Service). As the first person to occupy this newly-created position, she will be the senior adviser on Civil Service programs to Ambassador Joan Clark, who is director general of the Foreign Service and director of personnel. Mrs. Shiplett's areas of responsibility will include classification, position management and workforce planning, staffing, placement, employee and executive development and management evaluation. She will have direct responsibility for programs administered by the Office of Position and Pay Management and the Office of Civil Service Career Development and Assignments, and will provide policy advice in other areas such as recruitment and performance evaluation.

Mrs. Shiplett, in her last position, was assistant director for national security and international affairs at the U.S. Office of Personnel Management (OPM) (successor agency to the Civil Service Commission). She was responsible for working with agency managers, as well as OPM managers, to implement the Civil Service Reform Act.

She began her career as a management intern with the Federal Trade Commission in July 1968. In December 1970 she moved to the Industrial Relations Office at the Norfolk Naval Shipyard, as a personnel management specialist. She returned to the Federal Trade Commission in Washington in February 1972, moving from personnel management specialist to senior supervisory personnel management specialist, then to director of personnel. She was in this position from August 1978 until she moved to OPM in April 1980.

Mrs. Shiplett *(Photo by Glenn E. Hall, Visual Services)*

Mrs. Shiplett was born in Johnson City, Tenn., on September 23, 1944. She received a bachelor's from the University of South Florida, in Tampa, and a master's from Virginia Polytechnic Institute and State University, in Blacksburg. She is married to Jerry Shiplett, an employee of the General Services Administration, and has three children. □

Wage and tax statements to be mailed

Employees paid through the Washington Domestic Payroll Office will receive their 1981 W-2 (Wage and Tax Statements) by mail. They will be mailed to the addresses presently on file at the office. Those whose mailing address has changed since 1980 must inform the office by November 2, to avoid delay in receipt of the W-2.

The notification must be in writing, and must be signed and contain the social security number. Form W-4 is to be used for this purpose. You may obtain it from your administrative office.

The "Allowance Withholdings Section" (Exemptions) is not to be completed unless you wish to change your federal tax withholdings. Mail sent through the Department mail service must be addressed: "Payroll & Retirement Accounts Branch, Room 6701, SA-15." Mail sent through the U.S. Postal Service must be addressed: "Department of State, Payroll & Retirement Accounts Branch, COMP/FO/PRA, Room 6701, P.O. Box 9487, Arlington, Va. 22209." □

Senior executive regs

The Office of Personnel Management has issued interim regulations governing reinstatement to the Senior Executive Service. The text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421. ■

Personnel: Foreign Service

New Appointments

Aldis, John W., Bamako
Brown, H. Monroe, Wellington
Chin, Mary K., Guangzhou
Chochowski, Joseph Francis, Helsinki
Clark, Martha Ann, Kinshasa
Cooney, Margaret M., African Affairs
Cummings, Theodore Eugene, Vienna
Davidson, Sue, Mexico
Emerton, Robert J., Mexico
Estes, Nancy Lee, Kigali
Eustis, Wallace James, Karachi
Ferch, Carole A., Mexico
Ferch, David A., Mexico
Fitch, Patricia B., Belize City
Ford, Vivian J., Sofia
Garcia, Rudy Robert, Bamako
Gatewood, Eny Subari, Paramaribo
Gunn, Lois E., Khartoum
Kontos, C. William, Khartoum
Leaken, James Norman, European Affairs
Limeri, Patricia R., Reykjavik
Lupo, Patricia A., Manila
Meagher, William James, Ankara
Mills, Irene M., Asuncion
Morales, Elizabeth R., Mexico
Morgan, James Elmo, Cairo
Namahoe, Darlene, Copenhagen
Neill II, Wayne E., Junior Officer Corps
Nesen, Robert Dean, Canberra
Paulin, Maria Del Carmen, Havana
Pedersen, Jean Catherine, Abu Dhabi
Pickering, N. Bruce, Junior Officer Corps
Robinson Jr., Paul, Ottawa
Rodriguez, Onelia E., Mexico
Soto, Roberto, Mexico
Strausz-Hupe, Robert, Ankara
Telles, Martha C., Hermosillo
Walker, Richard L., Seoul

Transfers

Abruzere, Ralph F., New Delhi to Office of Communications

Adams, Martin Phillip, Language Training, Foreign Service Institute to Ankara

Adams, William L., Office of Security, Investigations Division to Pretoria

Alden, Dennis H., Colombo to Ankara

Aldridge, Milton, Athens to Office of Communications

Allan, L. Stuart, Foreign Service Institute to The Hague

Andre, Richard C., Inter-American Affairs to Rio de Janeiro

Antippas, Andrew F., Foreign Service Institute to Nassau

Arietti, Michael R., Arabian Peninsula Affairs to Canberra

Arriaga, Robert D., Cairo to Vienna

Austin, Robert J., La Paz to Paris

Baer, Lawrence Rea, Santo Domingo to Lisbon

Baez, Eduardo Jose, Oporto to West European Affairs

Balint, Edward M., East Asian and Pacific Affairs to Manila

Balnitis, Stephanie Ann, Inter-American Affairs to Brasilia

Baltimore III, Richard L., Office of the Secretary to Cairo

Barlow, Bryon Swanson, Lima to Manila

Barnett, Elizabeth, London to International Organization Affairs

Barone, Elvira T., Syria to London

Barr, Alan Whittier, Nigeria to Thessaloniki

Barrera, Cordova Alba, Inter-American Affairs to Santo Domingo

Barrett, Roby C., Tunis to Sanaa

Bates, Larry E., Sinai Field Mission to Cairo

Bayard II, Carlton, Diplomatic Pouch and Courier Division to Frankfurt

Beachner, William F., Organization for Economic Cooperation and Development, Paris to Economic and Business Affairs

Beardsley, Bruce Anthony, Foreign Service Institute to Seoul

Becelia, Joseph F., Brasilia to Inter-American Affairs

Bednar, Georgienne M., Bonn to Santiago

Behrens, John F., Lusaka to Monrovia

Belaval, Leila S., Quito to Panama

Belgard, Leonard H., European Affairs to Leningrad

Bellinger, Earl W., Paris to Cairo

Benedetti, Robert A., Gaborone to Bamako

Benson, Catherine V., Panama to Bucharest

Berghoefer, Gale Ellen, Junior Officer Corps to Caracas

Berlin, Jon D., European Affairs to U.S. Mission to Geneva

Berry, Charles S., Athens to Office of Communications

Bevan Jr., John M., European Affairs to Athens

BONN—Retiring senior political section FSN employee *Wolfgang J. Spohn* receives Superior Honor Award from chargé d'affaires *William M. Woessner*, left.

Billo, Charles G., Brussels to European Affairs

Bishop, Robyn M., Kuwait to Near Eastern and South Asian Affairs

Blevins, [illegible] Donald, Guadalajara to Consular Affairs, Passport Services

Blodgett, John S., Foreign Service Institute, University Training to Colombo

Bloom, Justin L., Tokyo to London

Blystone, James J., Office of Security, Foreign Operations to San Salvador

Bodde, Peter W., Junior Officer Corps to Georgetown

Bohnet, Constance M., Hong Kong to Guayaquil

Boles, Charles K., Bogota to Office of Security, Foreign Operations

Booth, Anita Shashy, Monrovia to Near Eastern and South Asian Affairs

Boudreau, William J., Department of Transportation to Antananarivo

Brand, Julee A., Bonn to Berlin

Bray III, Charles W., African Affairs to Dakar

Brement, Marshall, European Affairs to Reykjavik

Brendley, Richard E., Brussels to Helsinki

Brown, Arthur M., East Asian and Pacific Affairs to Tokyo

Brown David E., Organization for Economic Cooperation and Development, Paris to East Asian and Pacific Affairs

Brown, Linda Marie, Port-au-Prince to Rome

Brown, Marvin S., Port-au-Prince to Libreville

Brown, Spencer W., Foreign Service Institute, Language Training to Mexico

Brown, Warrington Edwin, Rome to Milan

Bruha, James A., European Affairs to Bucharest

Bruns, Judson L., Oslo to Bonn

Burke, Loretta M., Office of Communications to Monrovia

Burke, Thomas J., Port Louis to Office of the Director General of the Foreign Service and Director of Personnel

Burns III, Matthew James, Managua to Port-of-Spain

Butcher, W. Scott, Operations Center to Jakarta

Caldwell, Ray L., Special Domestic Assignments Program to European Affairs

Campbell, Robert H., African Affairs to Gaborone

Canney, Paul F., Intergovernmental Assignment to Bureau of Personnel

Carmichael, John P., Office of Communications to Manila

Carroll, Thomas E., Inter-American Affairs to Brasilia

Carson, Elaine, Rome to European Affairs

Cartwright, Glenn E., Monrovia to Office of Communications

Cason, James C., Commerce Department to Montevideo

Catellier, Robert F., Athens to Office of Communications

Cheatham, James H., Bonn to Montevideo

11 in Foreign Commercial Service are promoted

Promotions of 11 members of the new Foreign Commercial Service—including eight Foreign Service officers who had transferred from State to the Commerce Department—have been approved. The 11 are:

Class 1 (FSO)—Robert A. Kohn, Edward R. Stumpf, George Mu; *Class 1 (noncareer)*—Richard Ades; *Class 2 (FSO)*—Jonathan M. Bensky, Clifton C. Stanley Jr.; *Class 2 (noncareer)*—Robert H. Bateman, Glenn L. McCurdy Jr.; *Class 3 (FSO)*—James M. Wilson, Donald P. Trader, B. Paul Scogna.

Members of the selection board that recommended the promotions were Joseph Christiano, commercial counselor, Tokyo; Susan Blackman, director for Asia/Africa Office of Country Marketing, Commerce; William Bradley, director, Pittsburgh District Office, Commerce; Claire Tweedie, Scientific Apparatus Manufacturers Association; and John Ferriter, director, Office of Energy Producer-Country Affairs, Bureau of Economic and Business Affairs, State.

Cheshes, Martin L., Foreign Service Career Development and Assignments to Paris

Chisholm, Kathleen, Office of the Comptroller to Moscow

Chornyak, John P., Dakar to Rabat

Clarke, Rex N., Inter-American Affairs to Buenos Aires

Clausen, Ellen J., Amman to Sanaa

Clew, Harvey T., Special Domestic Assignments Program to London

Cline, Michael K., Foreign Service Career Development and Assignments to Brasilia

Clower, Loyce D., Manila to San Jose

Colbert, Larry, Dublin to Manila

Cook Jr., Edwin L., Hong Kong to Office of Communications

Cooke, Goodwin, Intergovernmental Assignment to Office of the Deputy Assistant Secretary for Personnel

Coon, Jane Abell, Ner Eastern and South Asian Affairs to Dacca

Corbin, Richard Lee, Bangkok to East Asian and Pacific Affairs

Cornish, Richard J., Yaounde to London

Cottrill, Charles E., Inter-American Affairs to Brasilia

Countryman, John R., Arabian Peninsula Affairs to Muscat

Courtney, William Harrison, Foreign Service Institute, Language Training to Moscow

Coviello, Cheryl, European Affairs to Brasilia

Coviello, Joseph L., Office of Communications to Brasilia

Cox, Florine B., Inter-American Affairs to Asuncion

Cunningham, William J., International Organization Affairs to U.S. Mission to the United Nations

Dahl, Alan F., Paris to Office of the Deputy Assistant Secretary for Personnel

Dalley, Ronald W., Office of the Comptroller, Financial Operations to Asuncion

Daley, Matthew Patrick, Foreign Service Institute, Language Training to Izmir

Daley, Roger J., Palermo to Johannesburg

Dalrymple, Myra F., Mexico to Caracas

Dalsimer, Anthony S., Kinshasa to Ouagadougou

Davenport III, William K., European Affairs to Paris

Davis, Richard V., Mexico to Foreign Buildings Office, Design and Construction Division

Dawson, Ruby G., Bureau of Personnel, Office of Recruitment to Frankfurt

De Fazio, Michael F., Rangoon to East Asian and Pacific Affairs

Deck, Thomas S., Office of Communications to Budapest

Deming, Rust M., Foreign Service Institute, University Training to Tokyo

Demuro, Stephen C., Kaduna to African Affairs

Derrick, James A., Bureau of Personnel, Office of Management to Islamabad

DeWitt, Seymour C., Panama to Amman

Diaz, Rebecca T., Guadalajara to Monrovia

Diehl, John Christopher, Foreign Service Career Development and Assignments to Khartoum

Dillon, Robert S., Cairo to Beirut

Doane Jr., James V., Foreign Service Institute, Language Training to Moscow

Donnelly, Shaun Edward, Economic and Business Affairs, Office of Developmental Finance to Cairo

Doolittle, William H., Beijing to Tokyo

Dotson, William A., Diplomatic Pouch and Courier Operations Division to Frankfurt

Dragnich, George S., Office of the Secretary, Policy Planning Staff to Lusaka

Drechnowicz, Edward F., Panama to Beirut

Ducote, Robert A., European Affairs to Port-au-Prince

Duke, Arthur C., Djibouti to Office of Communications

Dunbar Jr., Charles F., Foreign Service Institute, University Training to Kabul

Duncan, Richard L., Sao Paulo to Foreign Af-

Transfer Tremors .... *by ebp*

I was almost transferred to the DEPARTMENT but, without differential, allowances, etc., I would have had to take in WASHING, TONs of it, just to make ends meet.

I was almost transferred to THE HAGUE, but all I heard was the NETHER LANDS, and thought they meant some place way out in the boondocks.

I was almost transferred to WARSAW, but I couldn't get a clearance from InterPOL AND the FBI.

fairs Information Management Center
Dunlap, George S., Cairo to Jakarta
Dunn, David B., Office of the Under Secretary for Security Assistance, Science and Technology to Tunis
Dwyer, Marguerite W., Office of Security, Secretary's Detail to Moscow
Earl, James D., Athens to Politico-Military Affairs
Edger, David N., Inter-American Affairs to Buenos Aires
Eichorn, Virginia M., Vienna to Near Eastern and South Asian Affairs
Eisenbraun, Stephen E., Lahore to Near Eastern and South Asian Affairs
Ellsbury, Allan Vicent, Osaka-Kobe to Office of Operations, Supply and Transportation Branch
Engelken, Stephen C., Amman to Intelligence and Research
Ersmann, Marion, Vienna to Johannesburg
Erdman, Richard W., Belgrade to Operations Center
Espejo, Dante U., Quito to Hong Kong
Estok, Steve M., Athens to Jakarta
Evans, Dorothy B., Paramaribo to Office of the Secretary, Policy Planning Staff
Fairchild, Albert E., Bangui to Office of Inter-African Affairs
Feraakh, Andrea Morel, Dhahran to Jidda
Ferebee, Josephine M., Dacca to Seoul
Ferguson, David R., Pretoria to Singapore
Filby, Robert Wallace, Athens to Office of UN Political Affairs
File Jr., Loren F., Valletta to Jidda
Flanagan, Brian B., Foreign Service Institute, Language Training to Moscow
Fleischer, Lowell R., Arms Control and Disarmament Agency to Maracaibo
Flower III, Ludlow, Santiago to Bridgetown
Flynn, Kay M., Abidjan to African Affairs
Frame, Thomas J., Bucharest to Office of Communications
Frech Jr., Frank R., Monrovia to Manila
Freeman Jr., Charles W., Chinese Affairs to Beijing
Freres, Jay P., Foreign Service Institute to Ankara
Fussler Jr., Burley P., Office of Security, Freedom of Information Staff to Brasilia
Gain, Phyllis G., Dacca to Athens
Gain, Ronald L., Dacca to Athens
Gamble, Roger R., Quito to Managua
Gardner, Paul F., Jakarta to East Asian and Pacific Affairs
Garrow, Barbara A., African Affairs to Victoria-Mahe
Garver, Richard A., East Asian and Pacific Affairs to Wellington
Gaughan, Patrick A., Monrovia to Lima
Gewecke, Thomas Howard, Caracas to Antwerp
Gillum Jr., Harry C., La Paz to Jakarta
Glenn, James Hogan, Garmisch to Moscow
Gleysteen Jr., William H., Seoul to East Asian and Pacific Affairs
Golino, Frank R., Johannesburg to Trieste
Goodman, Terry L., Ankara to Office of Communications
Graham, Esther R., Beijing to Hong Kong
Graham, Richard C., Office of Human Rights to Guatemala
Greenfield, Walter, Accra to Conakry
Gribbin III, Robert E., Kigali to Mombasa
Griffiths, Richard M., Foreign Service Institute, Language Training to Moscow
Groeneweg, Marvin, Stuttgart to Visa Operations
Guerra, Manuel R., Andean Affairs to Dublin
Gundersen, Jon, Moscow to Office of UN Political Affairs
Gussman, William H., Bonn to Central European Affairs
Habib, Michael J., Northern European Affairs to The Hague
Hagen, Kerry L., Helsinki to European Affairs
Hambley, Mark G., Jidda to Cairo
Hammond Jr., Robert J., Dakar to Paris
Hammond, Robert E., Bonn to Mexico
Hare, Paul J., Southern African Affairs to Tel Aviv
Harrington, Donald B., Bonn to Santiago
Harter, John J., International Communication Agency to U.S. Mission to Geneva
Haynes, Mary K., Inter-American Affairs to Kingston
Hebert, Richard, Office of Security, Investigations, Washington Field Office to San Salvador
Height, Edward F., Islamabad to Foreign Service Institute
Heise, Charles E., Karachi to Jidda
Henderson, Stephens V., Manila to Office of Communications
Hendrickson, Claire M., East Asian and Pacific Affairs to Kuala Lumpur
Hermann, Thomas G., Monrovia to Office of Communications
Herndon, Milton Lee, Bonn to Tel Aviv
Herrick, Veronica G., Maputo to Salisbury
Heyn, Margaret W., Lima to Office of Communications
Hilton, Barry, Osaka-Kobe to Tokyo
Hipson, John S., Vienna to Office of Security, Foreign Operations
Hirshorn, M. Bruce, Kuala Lumpur to Foreign Service Institute
Hittle, L. Bradley, Foreign Service Institute, Language Training to Antwerp
Holder, Stephen G., Beijing to East Asian and Pacific Affairs
Honeycutt, Armand A., Monrovia to U.S. Mission to Geneva
Hoover, Donald T., Moscow to Panama
Hricik, Mary A., Office of Communications to San Jose
Hudkins, Hugh A., Beijing to Tokyo
Huff, Rodney L., Foreign Service Institute, Language Training to Ouagadougou
Humphrey, George Merwin, Berlin to East European Affairs
Hyde, William Albert, Inter-American Affairs to Quito
Imbrie III, William, Near Eastern and South Asian Affairs to Amman
Jacks, Karen R., Bonn to Bucharest
Jackson, Daisy E., Berlin to European Affairs
Jagan, Dorothy A., Djibouti to African Affairs
Jaramillo, Maria L., Caracas to Santiago
Jarek, Albert W., Office of the Secretary, Executive Secretariat to Paris
Jenkins, Grafton Harry, Dacca to Calcutta
Jenkins, Mary A., Near Eastern and South Asian Affairs to Cairo
Johns, Robert A., Office of Communications to London
Johnson, Billy Frank, Office of Communications to Monrovia
Johnson, David Timothy, Foreign Service Institute, Language Training to Berlin
Johnson, Donald C., Moscow to Foreign Service Institute, Language Training
Johnson, Donald Gene, Foreign Service Institute, Language Training to Caracas
Johnson, Gene E., Syria to Office of Communications
Johnson, Gilbert Matthew, Economic and Business Affairs, Office of East-West Trade to Brasilia
Johnson, Robert A., Accra to Manila
Johnson, Shelley E., Santo Domingo to Bonn
Johnson, Thurlow R., Manila to Lusaka
Jones, Garrett R., African Affairs to Lagos
Judd, Howard J., Manila to Office of Communications
Karawa, Imogene Gibson, Foreign Service Institute, Language Training to Quito
Karaichyk, Thomas J., New Delhi to Office of

INTER-AMERICAN AFFAIRS—*David Lasky, right, alternate U.S. representative to the Organization of American States, concluding 38 years of Government service, receives plaque from Ambassador J. William Middendorf II. (Photo by Glenn Hall, Visual Services)*

Communications

Kelewetter, Allen Lee, Tunis to Khartoum

Keller, Samuel C., London to Foreign Service Institute

Kekich, Mary Ann, Foreign Service Institute, Language Training to Athens

Kelly, George Lockwood, Commerce Department to Inter-American Affairs

Kennedy, Patrick Francis, Office of the Under Secretary for Management to Paris

Kline, Paul Conley, Guatemala to Hamilton

Kocher, James J., Brussels to Communications Center

Kocsmaros, Dolores M., Transportation and Telecommunications Affairs to Tokyo

Kolb, Kenneth H., Antananarivo to Oslo

Kompa, Marianne, Commerce Department to Copenhagen

Krause, Lawrence J., Bangkok to Dhahran

Kruse, Donald A., U.S. Sinai Field Mission to Foreign Service Institute

Kurzman, Frank T., Sydney to Bogota

La Porta, Alphonse F., Medan to Foreign Service Institute

Lake, Joseph Edward, Kaduna to Foreign Service Institute, Language Training

Lamontagne Jr., Edward J., Burma to Office of Communications

Landry, Marie D. E., Jakarta to Mexico

Lane, George M., Sanaa to Intergovernmental Assignment

Lang, Nicholas R., Foreign Service Institute, Language Training to Prague

Langston, Raymond C., Lome to Hong Kong

Lannon, George C., Beirut to San Salvador

Larsen, Paul B., Commerce Department to Intelligence and Research

Leader, James E., Special Domestic Assignments Program to New Delhi

Lecocq, Randall R., Moscow to Cuban Affairs

Ledsky, Nelson C., Congressional Relations to Berlin

Leininger, Wayne Stephen, Foreign Service Institute, Language Training to Moscow

Lester, Wannie R., Pakistan to Bangkok

Lewis, James F., Foreign Service Institute, Language Training to Tunis Foreign Service School

Lief, Elliot R., Georgetown to Kuala Lumpur

Limbert, John W., Tehran to Intelligence and Research, Office of Analysis for South Asia

Lo Conte, Fortunato M., Vietnam, Laos and Cambodia Affairs to Rome

Lofgren, William S., African Affairs to Lusaka

Londono, Peter Vincent, Office of the Deputy Assistant Secretary for Personnel to Tunis Foreign Service School

Long, Arnold C., Riyadh to Near Eastern and South Asian Affairs

Long, Debra J., European Affairs to Vienna

Lundy Jr., Walter A., East Asian and Pacific Affairs, Economic Policy Office to Seoul

Lupo, Samuel Eldred, Inter-American Affairs to Rio de Janeiro

Lutes, Sherry Ann, Foreign Service Grievance Board to Vienna

Lydon, Peter J., Vientiane to Dacca

Lyles, Joanne Rainey, Mogadishu to African Affairs

Lyons, Margaret E., East Asian and Pacific Affairs to Beijing

MacDougall, Hugh Cooke, Intelligence and Research, Office of Analysis for West Africa to Rangoon

Mackey, Walter L., New Delhi to Near Eastern and South Asian Affairs

Maberly, Leon A., Istanbul to Manama

Mar, Ronald D., East Asian and Pacific Affairs to Hong Kong

Marin, Rafael L., Lisbon to Ottawa

Marshall, Robert M., Bangkok to Office of the Deputy Assistant Secretary for Personnel

Martin, Thomas G., Ankara to Sao Paulo

Maslanka, Eileen T., African Affairs to Tegucigalpa

Matson, Roy Raymond, Vienna to Paris

Matthews, Dennis M., Athens to Office of Communications

Mauri, Arthur A., Paris to Dakar

McAfee, Janet M., Prague to European Affairs

McAninch, Vernon D., Seoul to Manila

McCahill, Jr., William C., Beijing to Office of the Secretary, Executive Secretariat

McCarthy, James L., U.S. Sinai Field Mission to Office of Operations, Supply and Transportation Branch

McCarthy, William E., Athens to European Affairs

McClellan, J. Diane Ballard, Gaborone to Southern European Affairs

McCloskey, Robert J., Greece to European Affairs

McCutcheon, William L., Office of Communications to Kuala Lumpur

McGhee, Joseph R., Prague to East European Affairs

McGlennon, John H., European Affairs to Istanbul

McGovern, Robert R., Muscat to Canberra

McIlvain, J. Peter, European Affairs to Copenhagen

McKune, Elizabeth, Foreign Service Institute, Language Training to Tunis

McKune, Kenneth R., Foreign Service Institute, Language Training to Tunis

McLaughlin, Roy R., Lagos to Beijing

Mercer, William H., El Salvador to Dakar

Metrinko, Michael J., Tehran to Foreign Service Institute

Meyer, Jacqueline L., Buenos Aires to Inter-American Affairs

Miles, Joseph C., London to European Affairs

Miller, Ronald L., Vienna to Paris

Miller, William B., New Delhi to Office of Communications

Millspaugh, Patricia M., San Salvador to Inter-American Affairs

Millspaugh, Robert A., San Salvador to Inter-American Affairs, Office of Andean Affairs

Milton, Richard H., Bangkok to Inter-American Affairs, Office of Policy Planning and Coordination

Miner, William B., Athens to Office of Communications

Mitchell, George G., Office of Security, Investigations, Washington Field Office to Paris

Moede, Austin L., Foreign Service Institute to New Delhi

Monroe, William T., Cairo to Tunis

Moon, Patrick S., Beirut to Lubumbashi

Moore, Charles G., San Salvador to Manila

Moore, Stephen W., Tokyo to Yokohama Language School

Morris, John D., Foreign Service Institute, Language Training to Budapest

Morrison, David T., Special Domestic Assignments Program to Kampala

Morrissey, Ellen, Brussels to Brazzaville

Moseley Jr., William L., Dar es Salaam to African Affairs

Mullen, Kathleen J., Rome to London

Murphy, Edward G., Bureau of Personnel, Grievance Staff to Berlin

Murphy, Nicholas M., Paris to Foreign Service Institute

Murphy, Patrick N., Istanbul to European Affairs

Myers, Merlin H., Tegucigalpa to Luxem-

bourg
Nagy, Jr., Tibor P., Lusaka to Victoria-Mahe
Napoletano, Camille A., Athens to Office of Security
Natrop, Rosalie M., Rangoon to Bucharest
Neff, Eric, European Affairs to Brussels
Nelson, Dennis E., Office of Communications, Programs and Engineering Division to Karachi
Nelson, Thomas A., Near Eastern and South Asian Affairs to New Delhi
Nesbit, Leroy P., Ottawa to Soviet Affairs
Newman, Herbert M., Dakar to Office of Communications
Nixon, Warren P., Antwerp to Office of Operations, Supply and Transportation Branch
Nolan, Robert B., Antananarivo to Bureau of Personnel, Office of Management, Administrative Services
Olsen, Jerry E., Algiers to Manila
Omar, Margaret K., Tunis to Foreign Service Institute
Onder, Burt A., Rabat to Office of Communications
Otto, Allan W., Mexico to Foreign Service Institute
Paige Jr., James A., Nigeria to Ouagadougou
Panizza, Shirley E., Belgrade to Economic and Business Affairs, Aviation Negotiations Division
Papendick, Dennis R., Commerce Department to Bureau of Personnel, Board of Examiners for the Foreign Service
Payne, Wendell C., Niamey to Hamburg
Pearson, Bruce L., Lima to Inter-American Affairs
Peffer, David Lockwood, African Affairs to Cairo
Perkins Jr., Raymond L., Calcutta to Near Eastern and South Asian Affairs
Pero, Richard K., Manila to Office of Communications
Peters, Bruce E., Kuwait to Rabat
Peters, Charles D., Leningrad to Office of Communications
Peters, Lee M., Bangkok to Office of Cooperative Science and Technology Programs
Peterson, Craig S., Office of Communications to Rangoon
Pettinga, Frank L., Foreign Service Institute, University Training to Cairo
Pezzi, Leo Rene, Manila to Office of Communications
Phillips, Jack D., Office of Communications to Monrovia
Phillips, Virginia D., Monrovia to Rome
Pierce, James A., Sapporo to Tokyo
Pierce, Wayne F., Office of Communications to Manila
Piatte, Michael J., Office of Communications to San Jose
Pollak, Lorraine, Santiago to Inter-American Affairs
Porpora, Jeanette, Lubumbashi to Banjul
Pound, Richard E., African Affairs to Kinshasa
Preeg, Ernest H., Inter-American Affairs to Port-au-Prince
Price, Linda Kay, Seoul to Rangoon
Price, Richard J., Manila to Office of Communications
Proctor, Robert A., Southern African Affairs to Dar-es-Salaam
Quarterman, Gwendolyn L., Mexico to Dhahran
Ragone, Vincent A., Jidda to Naples
Raymer, Robert Thomas, Foreign Service Institute, Language Training to Yokohama Language School
Raynor, George H., Berlin to Bern
Reed, John S., European Affairs to U.S. Mission to Geneva
Reilly, James J., Inter-American Affairs, Office of Regional Economic Policy to Asuncion
Richter, Stephen W., Bombay to Near Eastern and South Asian Affairs
Rinehart, Robert F., European Affairs to Lisbon
Roberts, Donald A., Bamako to Office for Human Rights
Roberts, Ronald MacDonnell, Office of Investment Affairs to Kinshasa
Rodriguez, Judith, Quito to Paris, Organization for Economic Cooperation and Development
Rorick, Alberta Irene, Abidjan to Madras
Rosdahl, Lyle H., Canberra to Doha
Ross Jr., Francis J., Athens to Office of Communications
Rowinski, Genevieve C., Rome to Bogota
Rudin, John A., Brazil to Office of Communications
Rupp, James A., London to Office of Communications
Rychak, Wayne S., Brasilia to Kingston
Ryerson, William E., Visa Operations to Bonn
Saboe, Donald L., Manila to Office of Communications
Sackett, Kenneth F., Buenos Aires to Hong Kong
Samoska, Pauline S., Bangkok to Foreign Service Institute
Santavicca, Carl Joseph, Office of Communications to Monrovia
Sartiano, Frank C., European Affairs to Athens
Satterfield, Earl P., Manila to Office of Communications
Scanlan Jr., Francis T., Mexico to Oporto
Schermerhorn, Lange, Commerce Department to Foreign Service Institute
Schreiber, Joseph B., Manila to Brussels
Schrock, Albert E., Sofia to Reykjavik
Seigel, Jerome J., European Affairs to Berlin
Sekiya, Mabel S., London to Athens
Seltzer, Sheldon D., La Paz to Lima
Senner, James M., Kathmandu to Near Eastern and South Asian Affairs
Seward, Marjorie D., Foreign Service Career Development and Assignments to Managua
Shea, James Francis, Canberra to Tel Aviv
Shea, Paul A., New Delhi to Office of Communications
Shelton, Elizabeth W., Junior Officer Corps to Kuala Lumpur
Sherman Jr., George F., Near Eastern and South Asian Affairs to Calcutta
Sherman, William C., Tokyo to U.S. Mission to the United Nations
Sherry, Francis S., East Asian and Pacific Affairs to Bangkok
Shinn, David H., Office of Ambassador-at-Large to Yaounde
Shinn, James W., Trieste to Bern
Siefken, William H., Paris to Intelligence and Research
Siegenthaler, Robert M., East Asian and Pacific Affairs to Jakarta
Silverlieb, Joan G., Rio de Janeiro to Inter-American Affairs
Silvestro, Lawrence, Office of Communications to Sofia
Simmons, William D., Monrovia to Office of Communications
Simons Jr., Thomas W., London to Soviet Affairs
Sloan, Imogene, Prague to Jidda
Smith, David V., Office of Communications, Programs and Engineering Division to Bonn
Smith, Donnell D., Algiers to U.S. Mission to the United Nations
Smith, Dorothy Ella, Damascus to Amman
Smith, Howard F., Information Systems Office to Seoul
Smith, James T., Office of Communications to Athens
Smith, Lilian V., Mexico to Seoul
Solomon, Caryn Marie, Jerusalem to Pretoria
Spence, Melvin T., Rome to Kingston
Spilsbury, John V. G., Junior Officer Corps to Trieste
Spiro, Elizabeth P., Foreign Service Institute, Language Training to Reykjavik
Spiro, Joel S., Foreign Service Institute to Rabat
Sprague, David O., Athens to Office of Communications
Stammerman, Kenneth A., Tel Aviv to Egyptian Affairs
Stanley, Laurence, U.S. Sinai Field Mission to Foreign Service Institute
Stegall, William R., Manila to East Asian and Pacific Affairs
Stein, Harry L., Foreign Service Institute, Language Training to Tel Aviv
Stephens, Jerry M., Office of Communications, Programs and Engineering Division to Ankara
Sternberg, Leslie, European Affairs to Bonn
Stockwell, David Michael, Foreign Service Institute, Language Training to Tunis Foreign Service School
Storm, Dean Jay, Foreign Service Institute, Language Training to Tunis Foreign Service School

Strader, Gwynne L., Bridgetown to Port-of-Spain
Suddath, Joseph M., Tegucigalpa to Helsinki
Summers, George Louis, Munich to La Paz
Szramek, Martha V., Casablanca to Nairobi
Tessier, Mark F., Foreign Service Career Development and Assignments to Nicosia
Thacher, David J., Niamey to African Affairs
Thomas, Louis C., Foreign Service Institute, Language Training to Moscow
Thoms Jr., Andrew G., Congressional Relations to Addis Ababa
Thornburgh, Charles T., Kinshasa to Office of Communications
Thurman, David E., Islamabad to Manama
Tinsley, Jimmy P., Manila to Osaka-Kobe
Tubbs, Paul S., Berlin to Abidjan
Tueller, Blaine C., Manila to Madrid
Tyson, Donald Royal, Buenos Aires to Foreign Service Institute, Language Training
Ulmer, S. Edwin, Manila to Paris
Vanlaningham, James R., Moscow to Soviet Affairs
Vertocnik, Robert Anthony, Foreign Service Institute, Language Training to Vienna
Vickers, Harold E., Cuba to Buenos Aires
Viets, Richard Noyes, Dar-es-Salaam to African Affairs
Villegoureix-Ritaud, Phyllis, Foreign Service Career Development and Assignments to Niamey
Vincent, John Way, African Affairs, Public Affairs Staff to Bamako
Von Briesen, Mary, Beijing to Stuttgart
Wagner, Jimmie E., Junior Officer Corps to Managua
Walker, Jenonne R., Foreign Service Institute, Language Training to Stockholm
Wallen, Richard H., Foreign Service Institute, Language Training to Prague
Wang, Eric S. L., East Asian and Pacific Affairs to Hong Kong
Ward, Geraldine S., London to Manila
Ward, Jennifer C., Office of Inter-African Affairs to Kinshasa
Ward, Larry A., London to Manila
Waterman, Charles E., Jidda to Near Eastern and South Asian Affairs
Weeks, Richard L., Office of the Comptroller, Resource Management and Evaluation to Information Systems Office
Welch, C. David, Islamabad to Near Eastern and South Asian Affairs
Welch, Donald M., Hamilton to Kingston
Weller, Joseph C., U.S. Sinai Field Mission to Tokyo
Wenick, Martin A., Foreign Service Institute to Prague
Wertz Jr., Dale L., Cairo to Office of Communications
White, Robin Lane, Foreign Service Institute, Language Training to Yokohama Language School
Whitehead, John E., East Asian and Pacific Affairs to Bangkok
Whitlock Jr., James C., Bonn to Copenhagen
Wick, David Steven, Manama to Nairobi
Wiley, Marshall W., Muscat to Near Eastern and South Asian Affairs
Wilhelm Jr., John J., Japan to Office of Communications
Wilkinson III, Theodore S., Office of the Deputy Secretary of State to Mexico
Willett, Donald E., Jakarta to European Affairs
Williams, Carman C., Port-au-Prince to Marseille
Willis, Mark W., Foreign Service Institute, Language Training to Tunis Foreign Service School
Wills, Charles R., Moscow to Vienna
Wilmeth, Eric, European Affairs to Rome
Witecki, Thomas A., Bucharest to European Affairs
Witte, Jeanne B., Foreign Service Career Development and Assignments to Singapore
Wojahn, Hilja J., Rome to Kathmandu
Wollemborg, Leo R., Operations Center to Port Louis
Woodward, Donald R., Foreign Service Institute to Mexico
Wygant, Michael G., Canberra to African Affairs, Public Affairs Staff
Yarvin, Herbert, Santo Domingo to Economic and Business Affairs, Planning and Economic Analysis Staff

Resignations

Babin, Virginia T., Tegucigalpa
Bauman, Arthur C., Singapore
Bedell, Ruth E., Santo Domingo
Beffel, Susan Porter, Havana
Browning, Jeanette C., Calcutta
Button, Jack B., White House
Crocker Jr., Thomas E., West European Affairs
Dillard, Godfrey J., Lubumbashi
Ellis, Margaret J. C., Jakarta
French, William J., Office of Communications
Hall, Anna J., Khartoum
Hall, Robert J., Abu Dhabi
Harris, Danny Martin, Office of Communications, Programs and Engineering Division
Henke, Debra D., Export-Import Bank
Himmelberger, Peter H., Office of Security
Hoffmann, Stephen Paul, Baghdad
Hollingsworth, Lisa A., Office of Security, Special Assignments Division
Howland, Michael H., Tehran
Kramer, Joseph C., Near Eastern and South Asian Affairs, Office of the Economic Adviser
Lincoln, Ruth Ann, New Delhi
Martindell, Anne Clark, Wellington
Monroe, Geneva A., Office of Medical Services
Otto, Roberta Katherine, Mexico
Page, H. Charles, Diplomatic Pouch and Courier Operations Division
Reilly, Andrew J., Managua
Rodriguez, Onelia E., Mexico
Rosenblatt, Peter Ronald, Pacific Island Affairs
Russell, Sylvia Enid, Buenos Aires
Smith, Sally T., Yaounde
Spillotes, Nicholas James, U.S. Mission to the United Nations
Stone, Galen L., Nicosia
Toler, Patricia A., Managua
Torres, Isela G., Bogota
Wayman II, Kenneth L., Foreign Service Institute
Wood, Carol-Anne D., Kingston
Young, Roy O., East Asian and Pacific Affairs

Retirements

Alford, M. Arlene, Intelligence and Research, Office of Intelligence Liaison, Control Division
Benson, Roger N., Office of the Deputy Assistant Secretary for Personnel
Blake, James J., Foreign Service Institute
Borough, Ella M., Office of the Deputy Assistant Secretary for Personnel
Duncan, Nancy, Islamabad
Gehron, William J., European Affairs
Leeks, Georgia C., Information Systems Office, Systems Design and Programming Division
Loomer, Walter F., Athens
Luckett, Marguerite O., Office of the Secretary
McGlade, Clare M., Rabat
Norland, Donald R., African Affairs
Rodstrom, Mildred E., Bucharest
Simmons, Carroll L., Kinshasa
Smith, Jackson L., Office of the Deputy Assistant Secretary for Personnel
Smythe, Mabel Murphy, African Affairs
Wilcox, Robert H., Mexico
Wilson, Joseph Charles, Commerce Department
Younts Jr., George R., Office of Communications
Zucca, Albert L., Office of the Deputy Assistant Secretary for Personnel ☐

FS exam: December 5

The 1981 Foreign Service written examination is to be given in 150 cities in the United States and Puerto Rico, and at overseas posts, on December 5. Applications, sample examination questions and career information may be obtained from the Foreign Service Recruitment Branch, Room 7256, SA-15, telephone (9) 235-9380, or from post administrative offices. Applications to take the exam must be received by the Educational Testing Service, Princeton, N.J., by October 23. ●

Bureau Notes

Secretary's Office

On August 7-11, SECRETARY HAIG traveled to New Orleans to address the American Bar Association. Accompanying him were MRS. HAIG; SHERWOOD GOLDBERG, executive assistant to the Secretary; KATHERINE E. BACKUS, special assistant; LINDA J. WESLAR, staff assistant; and DEAN FISCHER, spokesman for the Department. The Secretary traveled to Santa Barbara, Calif., August 15-20, to consult with PRESIDENT REAGAN. Accompanying the Secretary were Mrs. Haig; Mr. Goldberg; Mr. Fischer; MICHAEL KLOSSON, special assistant; KEITH E. SCHUETTE, special assistant; and NADINE B. ROBERTS, secretary. On September 2, Mr. Haig traveled to New York to attend the funeral of LOWELL THOMAS. Traveling with the Secretary were Mrs. Haig and Mr. Schuette. During September 11-14, the Secretary traveled to Malaga, Spain; Belgrade; Berlin and Bonn, to meet with various foreign government officials. Accompanying him were Mrs. Haig; Mr. Goldberg; Mr. Fischer; ROBERT McFARLANE, counselor of the Department; PAUL WOLFOWITZ, director, Policy Planning Staff; ALVIN P. ADAMS, deputy executive secretary of the Department; MARIE MORRIS, Secretariat Staff; JOYCE NESMITH, confidential assistant to the executive assistant; KATHERINE SHIRLEY, director, Secretariat Staff, LARA SIMKUS, personal assistant to the Secretary; GEORGE F. TWOHIE, executive director, Executive Secretariat; and E. ANTHONY WAYNE, special assistant to the Secretary.

SUSAN M. WILLIAMS, from the Bureau of Economic and Business Affairs, has joined the Secretariat Staff. ☐

OFFICE OF PROTOCOL

Foreign visitors assisted by office personnel include Premier DAVID GIBBONS of Bermuda, Prime Minister MENACHEM BEGIN of Israel, Foreign Minister AGHA SHAHI of Pakistan, Foreign Minister ALFREDO NOGUES of Paraguay, Foreign Minister HARVEY NAARENDORP of Suriname, Foreign Minister OSCAR CARMILION of Argentina, Foreign Minister CHRISTIAN REMI RICHARD of Madagascar, Vice President ALEX EKWUEME of Nigeria and Vice President JOSE MIGUEL ALFARO of Costa Rica.

Protocol officer GAHL BOTHE escorted the presidential delegation to the diamond jubilee of KING SOBHUZA in Swaziland. Summer clerical employees KATHRYN DONNELL and LISA PLOTKIN have completed their assignments in Protocol and have returned to their studies. MIDGE BURKE has decided to spend more time with her two children, and has resigned. ☐

Administration

OFFICE OF COMMUNICATIONS

A new employee in the Programs and Engineering Division is BARBARA HOYE, clerk-typist. Returning to the division from overseas assignments were FRANK BALDWIN from Bonn and EARL and PATRICIA SATTERFIELD from Manila. ENRIQUE GARCIA transferred to the Communications Center Division.

The following personnel were in the office on consultation recently: LAWRENCE MUNRO, Bombay; JON JENSEN, Victoria; MARGARET MITCHELL, Praia; EDWARD FITZGERALD, Sao Paulo; JAMES TUTEN, Department; JON MARTINO, Bridgetown; WILLIAM PARKER, Department; CHARLES GRAINGER, Paris; DONALD SMOCK, Islamabad; SANDRA MUENCH, Pretoria; THOMAS TRAINER, Islamabad; ROBERT ARRIAGA, Vienna; LAWRENCE WEISER, Paris; BILLY JOE HILL, Bangkok; MICHAEL MYERS, Rio de Janeiro; FRANK MEYERS, Bonn; DAVID WAGNER, Guatemala; WILSON ESTELL, Nairobi; CARMEN BEVACQUA, London.

Personnel who recently completed courses in the Communications Training Division included FRANCES CULPEPPER, Peshawar; ROBERT WATTS, Ponta Delgada; DELORIS DYER, Port Moresby; LOUIS GIAMPORCARO, Bonn; MARGARET CARVER, Africa "rover"; GEORGE HILLEY, The Hague; JOHN BLANKE, Geneva; JON JENSEN, Victoria; JAMES GANSEL, Communications Center Division; LINDA BULLICK, Osaka-Kobe; BEVERLEY MELANI, Naples; MICHAEL MEYERS, Rio de Janeiro; LAWRENCE MUNRO, Bombay; EDWARD FITZGERALD, Sao Paulo; and JON MARTINO, Bridgetown. ☐

OFFICE OF COMMUNICATIONS—Participants in the seven-week basic communications operations course, from left: ***Richard Hoffer,*** **instructor;** ***Arnold Olivo,*** **Cairo;** ***Santiago Urieta,*** **Caracas;** ***Brian Majewski,*** **Belgrade;** ***George Hamic,*** **Damascus;** ***Stephen Flora,*** **Baghdad;** ***Del Giudice. (Photo by David Humphrey, Visual Services)***

OFFICE OF SECURITY

On September 1 Under Secretary **RICHARD KENNEDY** spoke before an open forum of Office of Security personnel. After opening remarks he solicited comments regarding the direction and future of security work.

The acting deputy assistant secretary for security, **MARVIN GARRETT**, spoke to the ambassador's seminar, August 27, on an ambassador's responsibility in the security program. The assistant director for protective security, **JOHN CLEMMONS**, accompanied the Secretary's protective detail to Europe, September 11-14. **BOB JENKINS** of the Foreign Operations division advanced the Secretary's stopover in Malaga, Spain, September 12, with the assistance of regional security officer **JOHN SWAFFORD**, Embassy Madrid, and **ANDY COLANTONIO**, Secretary's detail. The dignitary protection chief, **CHRIS DISNEY**, commenced protective security operations for the UN General Assembly in New York, with the assistance of **BOB DAVIS**, **WALTER BACAK**, **JOAN LOMBARDI** and **TOMMY THOMPSON**. **CHARLIE SPARKS** of Foreign Operations is on temporary duty in San Jose to assist the post in upgrading its security. **CHUCK BOLES**, the new desk officer for inter-American affairs, visited Lima, Panama, San Salvador and Guatemala, to assist posts with security planning. **CHUCK STEPHAN** and **ED WOOD** were assigned to temporary duty on protective details, at the United Nations in New York. During September 14-16, **EDWARD L. LEE II** and **NICKOLAS PROCTOR** visited the Federal Law Enforcement Training Center at Glynco, Ga., to negotiate a training agreement with the staff there regarding special agent and in-service training. ☐

LANGUAGE SERVICES DIVISION

Interpreters **SOPHIA PORSON** and **NEIL SEIDENMAN** were in Cancun, Mexico, August 1-2, for the preparatory meeting for the North-South summit. **BILL KRIMER** journeyed to the Seychelles Islands to assist the U.S. mission there with a Soviet defector. He returned on August 5 via Frankfurt, to which city he has been asked to escort the defector. **DIMITRY ZARECHNAK** accompanied a U.S. delegation to grain talks in Vienna, the first week in August. Verbatim reporter **FERD KUYATT** reported the Secretary's interview on the "Today" show, the morning of August 15. **MARIE TAYLOR** covered the Secretary's speech before the American Bar Association, in New Orleans, August [illegible]. Interpreting Branch chief **DONALD BARNES** accompanied Assistant Secretary **THOMAS ENDERS** on a special mission to Managua, Nicaragua, August 10-12. Mr. Barnes, Ms. Porson, Mr. Seidenman and **STEPHANIE VAN REIGERSBERG** interpreted for the preparatory meeting of the Conference of American Armies, at Fort McNair, August 18-19. French interpreter **CAROL WOLTER** attended an area studies course on Africa, at the Foreign Service Institute, August 10-21. Ms. van Reigersberg interpreted for the U.S.-Spain base negotiations, the last week in August and first week of September. **TED HERRERA**, **TONY HERVAS** and Ms. Porson provided interpreting support for broadcasting talks with Cuba, August 24-28. **JIM BROWN** interpreted for grain talks with the People's Republic of China, September 2-3. Ms. Wolter lent linguistic support to the U.S.-Franch preparatory staff talks at Fort Monroe, September 1-3. Mr. Barnes and Mr. Hervas interpreted for the Caribbean basin development preparatory meeting, in San Jose, September 7-8.

The Interparliamentary Union delegation met in the old Senate chamber, September 10, with **ALEC TOUMAYAN** and Ms. Wolter interpreting. **GISELA MARCUSE** interpreted for staff talks with the Federal Republic of Germany, at Fort Monroe, September 9-10, while Ms. van Reigersberg handled aviation talks with Colombia, September 10. Arabic interpreter **ZAKI ASLAN** accompanied the Secretary to his meeting with **PRINCE FAHD** of Saudi Arabia on September 12.

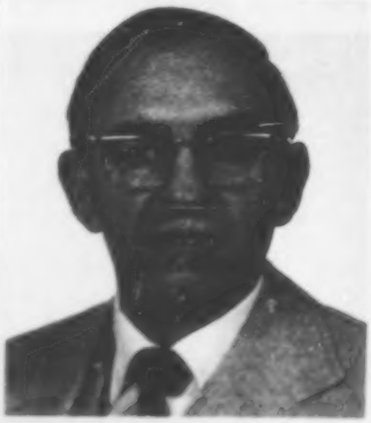
Summer employees **COLLEEN TOOMEY**, **REGINA GUIDO** and **AVA MARIA FERRELL** left at the end of August. **GLOSSIEPHINE LEVERETTE** joined the division's administrative unit, August 24. The division also welcomed Romance translator **BARBARA HUNTLEY**, September 14. ☐

Arms Control and Disarmament Agency

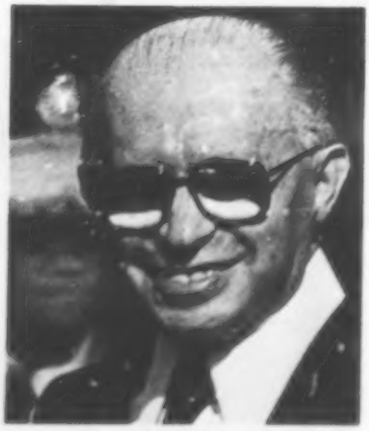
ABRAHAM R. RICHSTEIN has been named general counsel. He is a graduate of the Fordham University School of Law, and received master's degrees in law from New York and George Washington Universities. He had been an assistant general counsel with AID since 1969. Before that, he was on the faculty of the National War College. **CARLTON R. STOIBER** has been appointed assistant general counsel. He came to the agency from the Nuclear Regulatory Commission, where he was deputy general counsel. An honor graduate and student body president at the University of Colorado, he was awarded a Rhodes scholarship to Oxford, and also received a master-of-laws degree from the University of London. He holds the diploma of the International Law Academy of the Hague.

THOMAS GRAHAM JR. has been named director of the Office of Congressional and Public Affairs. **JOSEPH D. LEHMAN** has been named deputy director for public affairs. Before joining the agency, Mr. Lehman was a vice president of the Abington Corp. He has a degree in English from the University of Pennsylvania, and has done graduate work in national security studies at Georgetown.

Department of Look-Alikes



Mr. Bushnell



Mr. Begin

JOHN A. BUSHNELL is not Jewish, like Menachem Begin. And Mr. Begin is not a 14th-generation Unitarian Anglo-Saxon American, like Mr. Bushnell. All right, so then why do they look alike? Don't ask; we don't know. We just know that Mr. Begin is the multilingual prime minister of Israel, while Mr. Bushnell is the former Spanish-speaking deputy assistant secretary in the Bureau of Inter-American Affairs. Is Mr. Bushnell familiar with Hebrew? "No," he says, "it's just Yiddish to me."

The Office of Verification and Intelligence has been redesignated the Bureau of Verification and Intelligence.

WILLIAM J. MONTGOMERY has been named acting administrative director. He is a graduate of the U.S. Naval Academy and, for the past four years, has been executive director in the Office of Science and Technology Policy, at the White House. DAVID K. EDMINISTER, a career Foreign Service officer, has been assigned to the agency from the Department's Bureau of European Affairs. CHARLES KUPPERMAN is the new executive director of the General Advisory Committee. He has a doctorate from the University of Southern California, and was a defense analyst at the Committee on the Present Danger before joining the agency staff. MARY L. LASSITER has been named staff assistant to the counselor. She came to the agency from the Department's Bureau of Oceans and International Environmental and Scientific Affairs. JOHN P. LEONARD, a career Foreign Service officer, has been assigned to the agency, after completing a three-year tour of duty at Embassy Madrid.

Career Foreign Service officer HOMER R. PHELPS has left the agency for an assignment as political/military officer at Embassy Bonn. ROGER G. BOOTH, who worked in the Office of Operations Analysis, has left the agency to pursue new interests in California. DAVID M. CLINARD is on a year's sabbatical, at the University of North Carolina, Chapel Hill, where he is associated with the curriculum in peace, war and defense. RICHARD L. WILLIAMSON left the agency after six years to attend Harvard Law School. After three years as a military staff officer in the agency, Commander JAMES SHERRARD has left to become chief of the physics branch at the Coast Guard Research and Development Center, Groton, Conn.

NORMAN G. CLYNE and VICTOR E. ALESSI attended the Executive Program in National and International Security, at the John F. Kennedy School of Government, Harvard University. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER gave welcoming remarks to a group of visiting African diplomats, August 26, in the Department. Deputy assistant secretaries LANNON WALKER and PRINCETON LYMAN also addressed the group, on the major political and economic issues of U.S.-Africa policy. Mr. Crocker traveled to Los Angeles and Honolulu, August 27-29, where he delivered a major speech on "U.S.-Southern Africa Policy," before the National Security and Foreign Relations Committees, at the American Legion national convention. Mr. Crocker also spoke to business and other audiences, and the local media. Mr. Walker traveled to Mbabane, Swaziland, where he attended the diamond jubilee of KING SOBHUZA. He also visited Nairobi and Kampala.

NICHOLAS MURPHY, director of the Office of Central African Affairs, attended a Foreign Service Institute senior management course, September 9-11. Colonel BOBBY RAMSEY, politico-military adviser in the Office of Inter-African Affairs, has departed the office, and has also retired from the Army. He is being succeeded by Lt. Colonel GREG BRADFORD, Air Force, on a half-time basis, pending full-time assignment. KAYE CLARK-BOURNE, deputy director, Office of West African Affairs, participated in a symposium in Houston on U.S.-Nigeria relations, sponsored by the Gulf Oil Co., September 9. RICHARD BAKER, deputy director of East African affairs, briefed a group of doctors, September 8, who were traveling to Africa under a "People-To-People" sponsored program. RALPH GRANER, deputy director for inter-African affairs, spoke on U.S.-Africa relations, September 17, in the Department, at a meeting of the Army War College. LEONARD SHURTLEFF, deputy executive director, returned August 13 from an orientation trip to Somalia, Kenya, Uganda, Sudan, Cameroon and Equatorial Guinea. RONALD RABENS, post management officer for eastern and southern Africa, returned from consulting with posts in his areas of responsibility.

After 24 years with State, Ambassador HAROLD E. HORAN retired August 28. Ambassadors recently in the bureau for consultations included PETER J. DE VOS, Guinea-Bissau and

MALABO, Equatorial Guinea—Upon opening of the American embassy here, chargé *Joanne M. Thompson* makes courtesy call on Colonel *Teodoro Obiang Nguema Mbasogo*, president of the Supreme Military Council.

GUAYAQUIL, Ecuador—Cheering for the U.S. consulate soccer team are, from left, consular clerk *Maria Elena Wood*, an unidentified girl, and secretaries *Carlota Icasa, Mireya Robalino, Patricia Gaskill.*

Cape Verde; **JERROLD M. NORTH**, Djibouti; **LARRY G. PIPER**, The Gambia; **THOMAS W.M. SMITH**, Accra; **C. WILLIAM KONTOS**, Sudan; **ALLEN C. DAVIS**, Guinea; **FERNANDO E. RONDON**, Madagascar; and **NANCY V. RAWLS**, Ivory Coast.

In the Office of East African Affairs, **DONALD BOOTH** is Sudan/Uganda desk officer, and **FRANK DAY** has arrived from Addis Ababa and taken up the position of desk officer for Ethiopia and Djibouti. **ROBYN BISHOP**, en route to Nairobi as consul, has joined the office on temporary duty as "roving" desk officer, until the end of the year. Newly-arrived personnel in the bureau include **NANCY MORGAN**, desk officer for Ivory Coast, Togo, Benin and Guinea, in the Office of West African Affairs, on August 20; and **WALTER HAYDEN**, formerly of the Bureau of Politico-Military Affairs, Office of Security Assistance and Sales, who has joined the Office of Economic Policy staff, replacing **DAN WATERMAN**. New personnel to join the ranks of the bureau's "rovers" are **KAY FLYNN, JUDY CHIDESTER, MARGARET CARVER** and **MILLIARD ROLLINS**. ☐

Consular Affairs

Senior deputy assistant secretary **ROBERT E. FRITTS** was to travel to San Francisco, Los Angeles, Chicago, Boston and New York, September 8-October 1, to conduct briefings for district congressional staff workers and foreign student advisers. Mr. Fritts was joined in these cities by **CINDY J. FOX** and **JAMES WEBB** of Consular Affairs' Public Affairs Office, **DANNY ROOT** and **MARVIN GROENEWEG** of the Visa office, and **JAY RINI** of Overseas Citizens Services. Congressional staff briefings were also conducted by Ms. Fox and Mr. Webb in Houston, Miami and Philadelphia. **ALFONSO ARENALES** joined the bureau on September 8 as special coordinator for legislation and legislative policy. He was scheduled to attend the congressional staff briefing in Chicago, September 22-23, and the Caribbean basin consular conference in Miami, September 28-30.

VISA OFFICE

LOUIS GOELZ, deputy assistant secretary, was scheduled to travel to Brazil to attend an in-country consular conference, September 21-23. **EDWARD KREUSER**, associate director, was to travel to Miami for the Caribbean basin consular conference, September 28-30. Mr. Kreuser also planned to attend the Media-Diplomat Seminar, September 21-22. **NORMAN SINGER**, director of field operations, was scheduled to travel to Los Angeles, September 8-9, on behalf of the Justice Department. He was also scheduled to visit Tijuana, September 10, and Ciudad Juarez, September 14-15, to discuss an assortment of visa-related matters. **WESLEY PARSONS** and **PENNY McMURTRY** planned to travel to San Jose, September 21-24, to attend an antifraud workshop. Mr. Parsons also was scheduled to travel to several other Latin American posts to discuss visa-related fraud matters.

PASSPORT OFFICE

FRANK HEADLEY, Evaluations and Standards Division, briefed customs agents in Glynco, Ga., on passport fraud detection, September 1. **NANCY MEYER, ALICE RITCHIE** and **EUGENE SHEEHAN**, also of the division, conducted a seminar on passport recognition, for 130 Marine guards, in Rosslyn, Va., September 2. **JOHN HOTCHNER**, director of the Office of Program Support, and **CARLA DE CRENY**, consultant, consulted advertising agencies in New York on an "apply-early" campaign.

OVERSEAS CITIZENS SERVICES

During September, **JAMES L. WARD**, director of the Citizens Emergency Center, participated in the consular management and policy review conference in Miami, Fla. Recently, **BETSY J. MALPASS** of the center attended the basic consular course at the Foreign Service Institute, and **H. EDWARD ODOM**, chief of the Africa Division of Citizens Consular Services, attended the Executive Development Seminar in Oak Ridge, Tenn.

* * *

New employees in the Visa Office include **TAYLOR BLANTON**, refugee coordinator; **GABRIELLE MALLON**, Legislation and Regulations Division; **PATRICIA BRADLEY**, Field Operations Division; **JEAN SAMUELS**, Advisory Opinions Division; **JOHN JONES**, Legislative and Regulations Division; **CAROLYN DEVAUGHN**, Associate Director's Office; **LORRAINE BOBBIT**, Systems Liaison and Procedures Division.

New employees in Overseas Citizens Services include **EDWARD B. WILKINSON**, chief, Europe and Canada Division; **ANTOINETTE MARWITZ**; **ANN COVINGTON**; **PHYLLIS**

LENINGRAD, USSR—Consul general *Christopher Squire,* having completed 35 years of Government service, is acclaimed by, from left: *Greg Choney, Tim Dixon, Len Belgard, Sue Givens, Barbara Allen, "Brillo" Fried, Craig Lineburger, Cathy Paul, Royal Wharton, Olga Karpiv. (Photo by Barbara Bryan)*

CHEEKS and MILDRED ARTIS, secretaries; ROBERT B. LANE, deputy assistant secretary.

GERALDINE MURRAY of the Telephone Inquiries Branch has retired. ☐

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS was in Japan, August 26-September 5, where he joined part of the American Productivity Conference's industrial tour. He then participated in U.S. special trade representative WILLIAM BROCK's bilateral talks with Japanese officials. Mr. Hormats also attended the Shimoda Conference while in Japan. On September 14, senior deputy assistant secretary ERNEST JOHNSTON JR. traveled to Mobile, Ala., to talk to the participants of the Alabama Natural Gas Conference.

MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, participated in negotiations led by Mr. Brock with the Soviet Union, in Vienna, August 3-5, which resulted in a one-year extension of the U.S.-USSR agreement covering the bilateral grains trading relationship. From Vienna, he went to Geneva, where he served as a deputy representative on the U.S. delegation, with responsibility for seabed mining issues, at the resumed 10th session of the UN Law of the Sea Conference. On September 10, Mr. Calingaert testified before the Dairy, Livestock and Poultry Subcommittee of the House Agriculture Committee, on the recent sale of U.S. Government-held butter to New Zealand.

JIM WOOLWINE, Tropical ProductsDivision, participated in a panel discussion on the International Coffee Agreement at the Naional Coffee Service Association convention, Dallas, August 27. On September 9, he addressed the Seminar on Legal Aspects of InternationalRelations, at Howard University Law School.

Employees who have joined the bureau include THOMAS F. O'HERRON, chief, Secial Trade Activities Division; RICHARD H. HUS, chief, Textiles Division, ROGER M. FREEMAN, Textiles Division; LAURALEE PETERS, SAMUEL V. SMITH and APRIL J. GUICE, Office of Development Finance; JANICE J. LYON, Office of Energy Consumer-Country Affairs; JOHN MEDEIROS, Ofice of Energy Producer-Country Affairs; C. LAWRENCE GREENWOOD JR., Office of Business Practices; MALCOLM H. CHURCILL, General Commercial Policy Division; NELL SHUBROOKS, Office of East-West Trade☐

European Affairs

Assistant Secretary LAWRENC S. EAGLEBURGER traveled with SECRETARY HAIG, September 11-14, to Belgrade, Bon and Berlin. He consulted with Belgian officials in Brussels, September 15, and chaired a meeting of NATO's Special Consultative Group, September 16, in preparation for U.S.-Soviet negotiations on theater nuclear forces. He also consulted with all NATO allies on matters of common interest during this visit. THOMAS PRICE, special assistant, accompanied Mr. Eagleburger on the trip, and acting deputy assistant secretary DAVID C. GOMPERT joined in the Brussels discussions.

Ambassador RICHARD BLOOMFIELD, Portugal, was in the Department on consultations, September 8-9. Ambassador MARSHALL BREMENT, Iceland, completed consultations and departed for Reykjavik to take up his post, September 11. The outgoing ambassador to Iceland, RICHARD A. ERICSON JR., was in the Department for consultations in late August. Ambassador WILLIAM DYESS arrived in The Hague, August 25, following Washington consultations. ARTHUR A. HARTMAN was in the Department for consultations, September 8-30, prior to confirmation hearings on his appointment as ambassador to the Soviet Union. Ambassador JOHN LOEB, Denmark, was sworn in September 14. Ambassador KIETH NYBORG arrived in Helsinki on September 3. Ambassador WILLIAM A. WILSON, envoy to the Vatican, was in the Department for one day of consultations, September 9. WARREN ZIMMERMAN was in the Department for consultations, August 31-September 28, prior to his departure for Moscow as deputy chief of mission.

GEORGE HUMPHREY, Yugoslav desk officer, Office of Eastern European Affairs, was in Belgrade, September 11-16, in connection with the Secretary's visit, and for consultations. RONALD NEITZKE, Czechoslovak desk officer, Office of Eastern European Affairs, was part of a team that traveled to Prague, August 12-16, for claims/gold negotiations with the Czechoslovak government.

VALDIMIR LEHOVICH, deputy director of the Office of European Security and Political Affairs, participated in a meeting of NATO's High-Level Group, on theater nuclear forces, in Oberammergau, Germany, September 2-3. AVIS BOHLEN and STEVE PIFER, of the same office, joined in a meeting of the same group in Brussels, September 15.

ALAN H. FLANIGAN, deputy director, Office of Western European Affairs, traveled to Spain, August 24-September 4, for the fifth round of the Spanish base negotiations. WILLIAM GARLAND, officer-in-charge of Portuguese affairs, traveled to Portugal, August 17-29, for consultations and mutual security discussions. JAMES CREAGAN, officer-in-charge of Italian affairs, traveled to Italy, July 17-August 10, for consultations with Embassy Rome and constituent posts. On July 9, EDUARDO BAEZ joined the staff of the Office of Western European Affairs, to replace EDWARD MICHAL as desk officer for Portugal.

THOMAS W. SIMONS JR. assumed his duties as director of the Office of Soviet Union Affairs, August 3. HUGH G. HAMILTON JR., deputy director for economic affairs, traveled to London in June, Vienna in August and Moscow in September-October, to participate in talks with the Soviet Union on bilateral grain trade. MICHAEL BOORSTEIN and JULIE NICKLES joined the staff of the Office of Soviet Union Affairs in September. ☐

Foreign Service Institute

DAVID SCOTT PALMER, chairman, Latin American studies, and coordinator, world language advanced area studies, attended a conference on "The New Political Militarism in Latin America," at Stanford University's Hoover Institution, August 27-29. He delivered a paper, "Reformist Military Rule and Its Implications for Latin America."

Employees who recently entered on duty at the institute include: WILLIAM BENNETT, DEBRA HIGGINS, Office of Management; MARY JEANNE INGALS, Office of the Director; KATHLEEN A. KORITKO, School of Area Studies; DAVID KORN, Office of the Director; JOHN SAVAGE, School of Professional Studies; JAMES SHINN, Executive Seminar in National and International Affairs; IRENE THOMPSON, School of Language Studies. ☐

Human Rights and Humanitarian Affairs

Acting assistant secretary STEVE PALMER traveled to New York, July 8, at the invitation of the executive committee of the U.S. Helsinki Watch Committee, to exchange views on Madrid's Commission on Security and Cooperation in Europe conference, and other human rights and humanitarian matters. He testified at an August 5 public hearing on Lithuanian human rights, conducted in Washington by the Commission on Security and Cooperation in Europe. Congressional appearances by him included testimony with Under Secretary WALTER J. STOESSEL on human rights policy, before the House Subcommittee on Human Rights and International Organization, July 14. Mr. Palmer also appeared with ERNEST JOHNSTON, deputy assistant secretary in the Bureau of Economic and Business Affairs, before the Subcommittee on International Development Institutions of the House Committee on Banking, Finance and Urban Affairs, at a July 21 hearing on human rights and U.S. votes in the multilateral development banks. He testified on U.S. policy

FOREIGN SERVICE INSTITUTE—For the 20th consecutive year, participants in the African Area Studies Program make a field trip to the Museum of African Art, as part of their preparation for service in Africa. *John L. Collier*, chairman, African studies, is second from the right, and *Warren Robbins*, museum director is third from right. Others, from left, front row: *Bernice Avant, Sonja Pace James, Alfie DeMoss*; second row, *Ramon Garces, Mary Awantang, Barbara Boden, Madeleine Marcouyeux, Norma Mohr, Patricia McArdle-Fendrick, James Kaster*; back row: *Rebecca Joyce, David Wick, Lorraine Hynes, Cal Chasteen, Arlen Wilson, John Katzka*.

toward Guatemala, at a joint hearing of the House Subcommittees on Human Rights and International Organizations and Inter-American Affairs, July 30. Mr. Palmer and bureau colleagues coordinated the Washington visit of the president of the International Committee of the Red Cross, ALEXANDRE HAY, September 14-16, and accompanied Mr. Hay to calls on VICE PRESIDENT BUSH and SECRETARY HAIG.

Acting deputy assistant secretary PETER SARROS appeared jointly with deputy assistant secretary STEPHEN BOSWORTH on September 15 before the Subcommittees on Inter-American Affairs, International Security and Scientific Affairs and Human Rights and International Organizations, of the House Foreign Affairs Committee. The subjects were human rights and the transfer of arms and ammunition to Uruguay. On August 4, RENEE JOYNER, United Nations and nongovernmental organizations officer, spoke on human rights and foreign policy at the Defense Institute of Security Assistance Management's foreign training officer course, at Wright-Patterson Air Force Base, in Ohio. The bureau's European affairs officer, HUGH SIMON, attended a symposium honoring ANDREI SAKHAROV at Rockefeller University in New York. He spoke to the Washington chapter of Amnesty International, on human rights in East Germany, and gave a luncheon address entitled "Human Rights Policy under the Reagan Administration," at the Boston Harvard Club, under the auspices of the Union of Councils for Soviet Jews. ☐

Intelligence and Research

Director RONALD I. SPIERS, H. DONALD GELBER, director of the Office of Analysis for Western Europe, and DEAN HOWELLS, deputy director, Office of Politico-Military Analysis, participated in the 23rd annual conference of the International Institute for Strategic Studies, in Williamsburg, Va., September 10-13. This was the first time that the institute held its annual conference in the United States.

In the Office of Analysis for Western Europe, JAMES THYDEN has assumed his duties as division chief for northern and central Europe, D. THOMAS LONGO JR. as Italian analyst, and JAMES LYNCH as analyst for the Federal Republic of Germany. MARTHA MAUTNER, deputy director, Office of Analysis for the Soviet Union and Eastern Europe, addressed the International Institute for Education, in Denver, and the Council of Foreign Relations, in Salt Lake City, on U.S.-Soviet relations. She also spoke to various civic and service organizations in both cities, as well as in Ogden, Brigham City, Cedar City and St. George, Ut. She participated in a series of media events in all of these cities, and in Las Vegas, July 21-August 8.

ROBERT FARLOW, analyst, East European Division, spoke on Romanian foreign policy at ICA's program for Fulbright scholars, who were departing for Romania, August 7. FRANK FOLDVARY, analyst, East European Division, visited Poland, Munich, Bonn and London, where he consulted with U.S. and foreign officials, July 18-August 2. He addressed the Eastern Studies Institute in Cologne, Germany, on July 29. He also participated in the Rand Corp. workshop on Poland, in Washington, August 4-5. In the Office of Economic Analysis, analyst WILLIAM D. MILLER attended a conference on "Modeling of the International Economy," in La Hulpe, Belgium, August 31-September 4. Conference topics included economic forecasts for most countries of the Organization for Economic Cooperation and Development, and a number of developing countries. JANET ANDRES, Office of Politico-Military Analysis, Strategic Forces Division, attended the U.S./United Kingdom/Canada meeting in Ottawa, to discuss strategic issues, September 14-22. For the Office of Analysis for Inter-American Affairs, Caribbean analyst ROBERT W. DuBOSE JR. traveled to Barbados, September 7, to conduct a briefing and to consult with embassy and host government officials. During that trip, Mr. DuBose also consulted with embassy personnel in Antigua, Port-of-Spain, Curacao, Kingston and Port-au-Prince. From the same office, analyst BRENT OLSON, visited Colombia, Ecuador and Panama, for orientation and consultations, September 10-October 4.

Seven work-study interns have reported to the bureau for the fall session. Three interns, HUGH GARDNER, CURTIS GOOD and WAYNE ROSEN are assigned to the Office of Politico-Military Analysis; LORI FARQUHARSON and DONNA PANTALEO, Global Issues Staff; FAYE LUPPI, Office of Analysis for Western Europe; and SCOTT MARTIN, Office of Analysis for Inter-American Affairs. Six additional interns were scheduled to report during September. ☐

TEGUCIGALPA, Honduras—At awards ceremony, from left: *Manuel Pin Lanza, Marco Tulio Ordóñez, Ramón Pino, Ambassador Jack Robert Binns, Carlos Valle, Porfirio Rodríguez, Rogelio Zepeda, José Oyuela, Jorge Carías, Miguel Motate, Ismael Núñez.*

Inter-American Affairs

The Mexican affairs deputy director, ROBERT PASTORINO, participated in a seminar on Mexico-U.S. relations, at the Federal Executive Institute in Charlottesville, Va., August 19. ARTHUR M. GIESE, special assistant, Office of the Under Secretary for Security Assistance, Science and Technology, has been transferred to the Office of Central American Affairs as alternate country director. ☐

International Narcotics Matters

Assistant Secretary-designate DOMINICK DiCARLO, with deputy assistant secretary CLYDE TAYLOR, Southeast Asia program officer JUDY CARDOZO and demand reduction consultant MANUEL GALLARDO, attended the East Asian regional narcotics conference, in Bangkok, September 2-6. Mr. DiCarlo, Ms. Cardozo and Dr. Gallardo conferred with officials in Hong Kong and Thailand before the conference. Ms. Cardozo visited Rangoon and Kuala Lumpur on the return trip. The annual conference was attended by the narcotics coordinators from East Asian posts, and representatives from the Drug Enforcement Administration and other agencies involved in the antinarcotics effort. Dr. CARLTON TURNER, senior policy adviser, Office of Policy Development at the White House, also attended.

DEWEY WATKINS, deputy controller, visited Turkey, August 27-28, and Pakistan, September 1-3, to review the international narcotics programs and financial records. JOHN CONWAY, deputy executive director, and JAMES THORSON, consultant, traveled to Greenville, Tex., August 20-26, for meetings with officials of Serv-Air, Inc., the aviation support contractor for crop eradication in Mexico. They did a management review and held discussions regarding projected contract costs for 1981 and 1982.

The bureau welcomed PAUL J. GLASOE, chief of the Latin American Division of the Office of Program Management. Mr. Glasoe had previously served as economic officer at the consulate general in Vancouver. LAVERNE FLETCHER also joined the bureau, as a secretary in the Office of the Executive Director. She was most recently with the Bureau of Consular Affairs. ☐

Near Eastern and South Asian Affairs

On July 10, NATHANIEL HOWELL, director of the Office of Lebanon, Jordan, Syria and Iraq Affairs, briefed a group of social science teachers from the Norfolk area, at a meeting sponsored by Old Dominion University. TED CUBBISON, Office of Israeli and Arab-Israeli Affairs, discussed U.S. policy toward the Middle East with an American University student group, at a Department briefing, July 17. On July 28, QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, traveled to Wright-Patterson Air Force Base, where he addressed Gulf-related issues. On July 19, Mr. Lumsden spoke to oil company representatives at a meeting sponsored in Washington by the International Law Institute of Georgetown University.

ROBERT PECK, director, Office of Pakistan, Afghanistan, and Bangladesh Affairs, accompanied Ambassador JEANE J. KIRKPATRICK, American ambassador to the United Nations, on her August visits to South Asian capitals and Thailand. DENNIS MURPHY, economic officer for Pakistan, accompanied AID administrator M. PETER McPHERSON on an August visit to Pakistan.

RALPH BRESLER was welcomed to the Office of Arabian Peninsula Affairs as country officer for Kuwait and Oman, replacing HENRY SIZER, who has been reassigned to the Bureau of International Organization Affairs. In the same office, JO LOZOVINA and CATHERINE POSTUPACK were welcomed to the staff.

Ambassadors recently consulting in the bureau include FRANCOIS DICKMAN, from Kuwait; GEORGE LANE, from Sana; RICHARD MURPHY, Saudi Arabia; Ambassador-designate DAVID ZWEIFEL, Yemen Arab Republic; Ambassador-designate ROBERT PAGANELLI, Syria; and Ambassador-designate RONALD SPIERS, Pakistan. ☐

SINAI SUPPORT MISSION

Liaison officer CHARLES ROBERT HARE, communications program officer ROGER COHEN and support communications officer JAMES NORTON have arrived at the field mission to begin their tours of duty. DALLAS FORD BROWN, controller, left the support mission September 1 to become controller of AID's Africa bureau. EILEEN WHITE joined the support mission secretarial staff, on reassignment from the Near East and South Asia bureau.

An agreement signed August 13 between the Justice Department, Immigration and Naturalization Service and the support mission covers the loan of an imaging surveillance system, belonging to the mission, to the immigration service for use in its border control operations. The equipment is being loaned for 18 months, at which time it will be returned. ☐

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE, the special representative of the President to the law of the sea conference, returned to Washington from the August session in Geneva, on August 29, following a successful conclusion of that session of the conference where representatives from more than 160 nations attended. On September 4, Mr.

CONSULATE GENERAL

LAHORE, Pakistan—Consul general *John S. Brims*, right, presents Meritorious Honor Award certificate and and medal to FSN *Mahmood Ali*. Mr. Ali was honored for his analysis of political events in the Punjab.

Malone presented a statement in London at the Uranium Institute. Entitled "Responsible Leadership in International Nuclear Commerce," it was delivered before an audience of over 350 persons.

Three subcommittees of the House Foreign Affairs Committee held a hearing, September 10, on the administration's proposed nuclear cooperation agreement with Egypt. Principal deputy assistant secretary **HARRY R. MARSHALL JR.** presented the administration's position, regarding this agreement, at the hearings. Officials from the Arms Control and Disarmament Agency and the Department of Energy also testified. On September 15, Mr. Malone lead a U.S. delegation to Beijing, to meet with People's Republic of China officials to discuss nuclear energy and other scientific cooperation matters. From Beijing, Mr. Malone traveled to Seoul for bilateral consultations, then joined the President's scientific adviser, **GEORGE KEYWORTH**, for several days of bilateral discussions in Tokyo.

The deputy assistant secretary for oceans and fisheries affairs, **THEODORE KRONMILLER**, accompanied by **LARRY SNEAD**, Office of Fisheries Affairs, participated in a heads-of-delegation meeting in Geneva, August 12-13, to discuss a proposed new treaty to manage, restore and conserve Atlantic salmon stocks. Mr. Kronmiller traveled to Ottawa, August 22, to meet with Canadian officials, led by **TONY CAMPBELL**, head of the International Directorate in the Department of Fisheries and Oceans. The discussions focused on Atlantic salmon, but a number of fisheries issues of mutual interest were also discussed. The deputy assistant secretary for science and technology affairs, **CHARLES HORNER**, and **AHMED MEER**, deputy director of the Office of Advanced Technology, were guests at the Jet Propulsion Laboratory, Pasadena, Calif., for the fly-by of Saturn. Mr. Horner and Mr. Meer also visited Hughes Aerospace and TRW, two firms associated with international space technology programs. Mr. Horner toured the National Aeronautics and Space Administration's George C. Marshall Space Flight Center, Huntsville, Ala., and got a firsthand overview of the billion-dollar Spacelab program. **FELIX DOROUGH**, acting director, Office of Science and Technology Support, served as alternate representative to the August 25-31 session of the UN Intergovernmental Committee on Science and Technology for Development.

RICHARD E. BENEDICK, coordinator of population affairs, spoke on China's population program and policies, before representatives of population-related organizations, at the Washington office of the Population Reference Bureau, June 24, and before journalists at a National Press Club luncheon organized by the National Academy of Sciences, July 9. Mr. Benedick had led a delegation of population experts to China earlier this year at the invitation of the Chinese government. Mr. Benedick led the U.S. delegation to the June 15-19 meeting, in New York, of the governing council of the UN Fund for Population Activities. The meeting was characterized by wide-ranging donor agreement on such major issues as substantially-increased priority for family planning, and for research in improved contraceptive methods, including natural family planning methods. While in New York, Mr. Benedick held consultations with the fund's executive director, **RAFAEL SALAS**; with representatives of Ford and Rockefeller Foundations; and with **ALHAJI ABDULRAHMAN OKENE**, newly-appointed chairman of the Nigerian Population Commission. **JOHN YATES**, Office of the Coordinator of Population Affairs, also participated in the fund's meetings in New York, June 15-19. On September 3, Mr. Benedick, with Ambassador (retired) **EDWIN MARTIN**, spoke on global population issues and U.S. policies, before the first session of the Mid-Level Career Development Program at the Foreign Service Institute. Mr. Benedick met, September 11, with **MAIMOUNA KANE**, Senegalese minister of human development, and **ANDRE J. COULBARY**, ambassador of Senegal to the United States, to discuss Senegal's increasing emphasis on integrating population policies and family planning services into its overall development programs. Mr. Yates spoke on world population matters to the CIA's advanced intelligence seminar, August 6.

EDWARD BITTNER, Office of Food and Natural Resources, was a delegate to the UN Conference on New and Renewable Sources of Energy, in Nairobi, August 10-21. **JAMES H. WILLIAMSON**, Office of Environment and Health, represented the United States at the meeting in Bangkok of the Economic and Social Commission for Asia and the Pacific's Committee on Industry, Human Settlements, Technology and Environment, September 1-7. **CAMERON SANDERS**, Office of Nuclear Technology and Safeguards, attended the first session of the preparatory committee for the 1983 UN Conference on Peaceful Uses of Nuclear Energy, as alternate representative on the U.S. delegation, led by Ambassador **ROGER KIRK** of the U.S. mission to the International Atomic Energy Agency. The meeting was at the Vienna International Center, August 3-7. ☐

Refugee Programs

At a recent awards ceremony, the acting director of the bureau, **WILLIAM R. SMYSER**, presented Meritorious Honor Awards to **FRANK MOSS, ROBERT PORTER, MARY K. (KRIS) SCHLUMBRECHT** and **CHAUNCEY MORSE. HENRY (HANK) CUSHING** and **WILLIAM KRUG** received Superior Honor Awards. ■

REFUGEE PROGRAMS—*Chauncey Morse receives meritorious honor and cash award from William R. Smyser, then acting director, right. (Photo by David Humphrey, Visual Services)*

Obituaries

Philip Meade Smith, 58, a Foreign Service employee who retired in 1980, died on June 30. His first assignment was to Paris as a guard in 1951. After brief assignments to the Mutual Security Agency and the Foreign Operations Administration, he was appointed duty officer at the U.S. mission to NATO and European regional organizations. Mr. Smith served as records supervisor in Tehran, procurement/supply assistant in Beirut, personnel and general services assistant in Nicosia, general services officer in Freetown and personnel officer in Pretoria. Subsequent appointments were as administrative officer to Dakar, Monrovia and Valletta.

From 1942-46, Mr. Smith was overseas as a Marine. He worked for UNICEF in Paris, 1947-49. Survivors include his wife, of P.O. Box 107, White Lodge, Still Pond, Md. 21667, and a child. ☐

Charles H. Fleischmann, 63, a retired Foreign Service building services specialist, died on July 23. Beginning his career as a clerk in 1940, he served in Bucharest, London, Athens and Isfahan. He was a mail supervisor and general services assistant in Mexico City and a general services specialist in Khartoum. After an assignment to Tripoli as a building superintendent, he was appointed general services officer in Rangoon. Before retiring in 1973, he served as building services specialist in Monrovia and Islamabad.

Mr. Fleischmann was born in Virginia. During the war, he was a bugler in the Army. Survivors include his wife, of Chelsea Place Apts., Apt. K-2, 900 S. Tennessee Blvd., Murfreesboro, Tenn. 37130. ☐

Franklin C. Gowen, 87, whose last assignment in 1955 was to Geneva as consul general and U.S. representative to international organizations, died on August 5. Born in Italy to American parents, he attended the Royal Technical School in Italy, Surrey House College in London and Emerson Institute. From 1915 until joining the Foreign Service in 1920, he taught English and Italian.

Mr. Gowen served as consular officer in Leghorn, Genoa, Rome, Naples and Palermo. He was second secretary and consular officer in London during the war. Other assignments included special assistant at Vatican City, 1948-50, and first secretary and counselor in Mexico City. He retired in 1958. Mr. Gowan leaves two sons, George and William, c/o Dunnington, Bartholow & Miller, 161 E. 42nd St., New York, N.Y. 10017. ☐

William L. Kilcoin, 85, a Foreign Service officer who retired in 1958, died on June 29. A Government employee for nearly 35 years, he worked for the Department of Commerce as assistant chief of the Public Relations Division, 1921-25, and served in both Johannesburg and London as trade commissioner. He was an economist at the Department of Labor, then worked for the Social Security Administration for seven years.

Joining the Foreign Service in 1948, he was assigned to Ottawa as first secretary and consular officer. After an appointment as Foreign Service inspector for three years, he retired in 1955, but was recalled the following year to serve as special assistant to the director of the Foreign Service Institute.

Mr. Kilcoin was a native of Pennsylvania. He graduated from the Georgetown University School of Foreign Service and served overseas as a Navy captain during the war. Survivors include his son, Peter, P.O. Box 956, Holly Hill, Fla. 32017. ☐

Konrad Bekker, 70, a retired consular officer, died on June 26. Born in Germany, he graduated from the University of Frankfurt and received a Ph.D. from the University of Basel. Mr. Bekker served overseas in the Army during the war, before joining the Department as a research analyst in 1946.

From 1951-53 he was an economic specialist in New Delhi. He was assigned to Rangoon as an international economist for three years, then was appointed counselor of economic affairs in Bern, 1961. After serving as economic-commercial officer and counselor of economic affairs in Bangkok, he retired in 1971. Survivors include his wife, of 45 Sutton Place South, New York, N.Y. 10022. ☐

John N. Richards, 57, a photographer in the Division of Visual Services, 1957-66, died of a heart ailment at the Tucson Medical Research Center, in Arizona, on September 1.

Mr. Richards served in the Air Force, 1940-42. He was a guard with the Federal Works Agency for three years, and became a photographer at the Department of Commerce in 1949. From 1951-57, he was a photographer in the Department's Graphics and Special Services Division. Before retiring in 1968, he served in the Office of Special Consular Services as a consular affairs officer.

Mr. Richards leaves his wife, Faye V. Richards of Tucson, two daughters, a son, a brother, a sister and nine grandchildren. ☐

George O. Gray, 68, whose last assignment was to Suva as consular officer in 1961, died on May 21. Mr. Gray was a native of Oklahoma. He earned bachelor's and law degrees at George Washington University. He worked for the Department of Justice, 1934-38, then served as assistant legal adviser to the U.S. High Commissioner in the Philippines.

In 1945, he joined the Department and served in Washington as an attorney-adviser and legal management officer. Converting to the Foreign Service in 1956, he was assigned to Rome as consular officer. From 1956-61, Mr. Gray was first secretary and consular officer in Havana. He retired in 1965. There are no known survivors. ☐

Kenneth F. Potter, 85, a consular officer who retired in 1953, died on July 12. Beginning his career in 1927, he served as vice consul in Piedras Negras, Tokyo and Kobe. He was third secretary and vice consul in Bangkok and Prague, and second secretary and consular officer in Havana and Oslo. Subsequent appointments as consular officer were to Bergen in 1947, Ciudad Juarez in 1949 and Sydney in 1952.

Mr. Potter was a native of Missouri. He graduated from Yale, and served as a second lieutenant in the Army, 1917-19. Survivors include his wife, of 3240 Gifford Lane, Sarasota, Fla. 33579. ☐

Frederick A. Hill, 77, a consular officer who retired in 1962, died on May 25. Joining the Foreign Service in 1945, he served as vice consul in Hong Kong, Geneva and Athens. His last assignment was to Turin, as consular officer, in 1958.

Mr. Hill was a native of California. He worked for several private firms as a broadcast technician and manager, 1924-41. During the war, he was imprisoned by the Japanese for four years. Survivors include his wife, of 1708 Overlook Lane, Santa Barbara, Calif. 93103. ☐

Durward V. Sandifer, 80, a Foreign Service officer who retired in 1960, died on May 31. Mr. Sandifer was a native of Illinois. He received a bachelor's from Eureka College, and a master's, law degree and Ph.D. from Columbia.

Joining the Department in 1934, he at first did legal work. Later, he was assistant chief, Division of Special Research, 1942; assistant chief, Division of Political Studies, 1943; chief, Division of International Organization Affairs, 1944; secretary general and chief technical expert for the U.S. delegation at the UN Conference on International Organizations, San Francisco, 1945; U.S. delegate at the International Health Conference, New York, 1946; deputy director for General Assembly Affairs, 1948; and deputy assistant secretary for UN affairs, 1949.

From 1954-57, Mr. Sandifer was counselor in Buenos Aires. His last assignment was to the Industrial College of the Armed Forces as faculty adviser. Survivors include his wife, of 940 25th St. N.W., Washington, D.C. 20037. ☐

Edward Anderson, 73, a consular officer who retired in 1959, died on June 18. Beginning his career in 1920, Mr. Anderson served in Nassau, Port Said, Singapore, Montreal, Mexico City, Ciudad Trujillo, Dublin, Horta and Antwerp. He was assistant chief of the Division of Protective Services from 1949 until 1952, when he was appointed consul general in Belfast. His last assignment was to Buenos Aires, as first secretary and consul general.

Mr. Anderson was a native of Florida. He earned a bachelor's at Vanderbilt University, and also attended Tulane for a year. Survivors include his wife, of Belgielei 145, B-2000, Antwerp, Belgium. ☐

Merrill A. White, 59, a Foreign Service officer who retired in 1975, died on July 15. Born in Massachusetts, he graduated from Williams College and earned a master's at the Massachusetts Institute of Technology (MIT). Mr. White served overseas in the Army during the war, then was a teaching fellow at MIT for two years.

In 1950, he joined the Foreign Service and served for brief periods in Frankfurt, Munich and Forchheim. He was assigned to Bonn as administrative officer in 1952; to Rome as consular officer in 1954; to Zagreb as economic officer in 1960; and to Mogadiscio as political officer in 1967. His last post was Saigon, where he served on an AID detail, 1969-71. Survivors include a son and a daughter, both of 1616 Wrightson Drive, McLean, Va. 22101. ☐

Ann Pomeroy, 74, a former consular officer, died on May 20 in an automobile accident near her home in Long Beach, Calif., according to word received here recently. Ms. Pomeroy worked for the American Red Cross from 1942 until 1946, when she joined the Foreign Service. She was a clerk in Manila, Munich and Brussels, and vice consul in Seoul and Phnom Penh. Transferred to Tokyo in 1956, she served as a passport and citizens officer, then a visa officer. From 1961-64, Ms. Pomeroy was a consular officer in Naha. Her last assignment before retiring in 1966 was to Hong Kong as consular officer. There are no known survivors. ☐

Paul O. Nyhus, 87, a retired Foreign Service officer, died on June 21. A native of Wisconsin, he graduated from the University of Wisconsin in 1921. From 1922-34, he worked for the Department of Agriculture, serving in Shanghai during part of that time, 1926-31. Joining the Service in 1934, he became agricultural attaché in Buenos Aires and London.

In 1947, he was the U.S. delegate at the International Wheat Conference and, in 1949, alternate U.S. representative at the International Wheat Council, both in London. Mr. Nyhus was also chairman of the U.S. delegation to the International Wool Study Group, also in London, 1949. He retired in 1953. Survivors include his daughter, Ellen Elliott, of 3 Bassett Lane, Atherton, Calif. 94025. ☐

Elizabeth Rex, 58, a Foreign Service employee who served in the Department as a statistical assistant before retiring in 1978, died on August 30. Ms. Rex worked for the Navy Department from 1942 until 1947, when she joined the Foreign Service. Her assignments included Shanghai and Athens as accounting clerk; Rio de Janeiro as assistant disbursement officer; Quito as disbursement officer; and Canberra and Kuala Lumpur as budget/fiscal disbursement officer. Survivors include her brother, Paul Rex, of 629 Bonnybrook Rd., Butler, Pa. 16001. ☐

Malcolm P. Hopper, 90, a retired Foreign Service consular officer, died on June 1. Born in Maryland, he graduated from Baltimore City College and attended Johns Hopkins University. He worked for several financial and commercial organizations, both here and abroad, and was a delegate at the first annual conference of the International Chamber of Commerce, in Paris, 1920.

Employed by the Bureau of Foreign and Domestic Commerce, he was appointed trade commissioner in Rome in 1935. Mr. Hopper was commercial attaché in Rome, 1936-41, and in Panama, 1941-42. After serving as consular officer in Jerusalem and Kingston, he was detailed to the Department of Commerce. His last assignment was to Tel Aviv in 1948, as first secretary and consular officer. He retired in 1950. Survivors include his wife, of Flat 21, The Normans, Norman Rd., Winchester, Hants, England SO23 9BP. □

Wellington J. Schaefer, an architect in the Office of Foreign Buildings, 1940-47, died on September 1 after a brief illness, at the home of his son, retired Foreign Service officer Edward Schaefer, in Washington. He was 93. Mr. Schaefer supervised the construction of the embassy residences in Havana and Lima.

During the 1920s, he designed several New York City schools and theaters, including the interior of the old Paramount Theater on Times Square. As a junior partner and the Philadelphia representative of a Chicago architectural firm, he supervised the design and construction of Philadelphia's 30th Street railroad station in the early '30s. In 1936, he worked for the old Federal Works Agency.

Besides his son, of 4410 33rd St. N.W., Washington, D.C. 20007, Mr. Schaefer leaves two sisters and three grandsons. □

Harold H. Leich, 72, a retired official of the Civil Service Commission and husband of Marian L. Nash, a Department employee since 1952, died of a brain tumor at George Washington Hospital on September 8.

Mr. Leich

Mr. Leich joined the commission, now called the Office of Personnel Management, in 1937. When he retired in 1972, he was chief of its Policy Development Division. He was a lifelong outdoorsman, conservationist and environmentalist.

Besides his wife, law librarian in the Office of the Legal Adviser since 1976, he leaves two sons from a previous marriage, two brothers, and one sister. The family suggests contributions to the Land Acquisition Fund of the Potomac Appalachian Trail Club, the St. John's Child Development Center or the American Cancer Society. ■

Safety of life at sea

The working group on the carriage of dangerous goods, of the Subcommittee on Safety of Life at Sea, will conduct an open meeting at 9:30 a.m. October 22, in Room 6332 of the Nassif Building, 400 7th St. S.W. The purpose is to discuss (1) U.S. positions on matters to be considered at the 33rd session of the Subcommittee on the Carriage of Dangerous Goods, December 7-11. For information, contact Lt. Kevin J. Eldridge, U.S. Coast Guard (G-WHM-2/46), 2100 2nd St. S.W., Washington, D.C. 20593. Telephone (202) 426-1577. □

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available to the Department of State library in Washington and to the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575.

Secretary Haig

"The Democratic Revolution and Its Future," Berlin Press Association, West Berlin, September 13, 1981 (Current Policy No. 311).

News conference, September 10, 1981 (Current Policy No. 310).

News conference, August 28, 1981 (Current Policy No. 307).

Interview on "Issues and Answers," August 23, 1981 (Current Policy No. 306).

"A Strategic Approach to American Foreign Policy," American Bar Association, New Orleans, August 11, 1981 (Current Policy No. 305).

News conference, August 7, 1981 (Current Policy No. 304).

Relationship of foreign and defense policies, Senate Armed Services Committee, July 30, 1981 (Current Policy No. 302).

Africa

"Regional Strategy for Southern Africa," Assistant Secretary for African Affairs Chester Crocker, American Legion, Honolulu, August 29, 1981 (Current Policy No. 308).

East Asia and Pacific

"U.S. Relations With China," Assistant Secretary for East Asian and Pacific Affairs John H. Holdridge, House Foreign Affairs Committee, July 16, 1981 (Current Policy No. 297).

"U.S. Interests in Southeast Asia," Assistant Secretary for East Asian and Pacific Affairs John H. Holdridge before the Subcommittee on East Asian and Pacific Affairs of the Senate Foreign Relations Committee, July 15, 1981, and Secretary Haig before the International Conference on Kampuchea (New York), July 13, 1981 (Current Policy No. 295).

Europe

"Implementation of the Helsinki Final Act—10th Semiannual Report," December 1, 1980-May 31, 1981 (Special Report No. 85).

Security assistance

"Conventional Arms Transfers," Under Secretary for Security Assistance, Science and Technology James L. Buckley, Senate Foreign Relations Committee, July 28, 1981 (Current Policy No. 301).

Third World

"World Hunger," Deputy Assistant Secretary for International Resources and Food Policy Michael Calingaert, House Agriculture Committee, July 22, 1981 (Current Policy No. 299).

Trade

"U.S. Trade with European Communities, 1970-79," GIST report, June 30, 1981 (Special Report No. 84).

"International Commodity Agreements: New Ways or Old Tune?" GIST report, June 1981 (Special Report No. 83). □

Library Booklist

France

A selection of recent books*

History

Biard, Roland. *Histoire du movement anarchiste en France: 1945-1975.* Paris, Editions Galilee, 1976. 313p. HX894.B5

Bourdé, Guy. *La défaite du Front Populaire.* Paris, Maspero, 1977. 395p. DC396.B64

Duroselle, Jean-Baptiste. *La décadence, 1932-1939.* Paris, Impr. nationale, 1979. 568p. DC396.D78

Markale, Jean. *Histoire secrète de la Bretagne.* Paris, A. Michel, 1977. 249p. DC611.B854M34

Mazgaj, Paul. *The Action Francaise and revolutionary syndicalism.* Chapel Hill, Univ. of North Carolina Press, 1979. 281p. HD6684.M28

Mitchell, Allan. *The German influence in France after 1870: the formation of the French republic.* Chapel Hill, Univ. of North Carolina Press, 1979. 279p. DS340.M64

Mousnier, Roland. *The institutions of France under the absolute monarchy, 1598-1789; society and the state.* Chicago, Univ. of Chicago Press, 1980. 783p.

Prost, Antoine. *Les anciens combattants et la societé francaise, 1914-1939.* Paris, Fondation Nationale des Sciences Politiques, 1977. 3 vols. UB359.F8P7

Rousso, Henry. *Un château en Allemagne: la France de Pétain en exil: Sigmaringen, 1944-1945.* Paris, Editions Ramsay, 1980. 441p. D761.R676

Schoenbrun, David. *Soldiers of the night; the story of the French Resistance.* New York, Dutton, 1980. 512p.

Soucy, Robert. *Fascist intellectual: Drieu la Rochelle.* Berkeley, Univ. of California Press, 1979. 451p. PQ2607.R5Z8

Spence, Keith. *Brittany and the Bretons.* London, Gollancz, 1978. 356p. DS611.B848S74

Zeldin, Theodore. *France, 1848-1945: politics and anger.* New York, Oxford Univ. Press, 1979. 457p. DS330.Z442

Politics

Cairns, John C., ed. *Contemporary France: illusion, conflict, and regeneration.* New York, New Viewpoints, 1978. 270p. DS361.C66

Cerny, Philip G., ed. *French politics and public policy.* New York, St. Martin's Press, 1980. 300p.

Cohen, Samy. *Les conseillers du Président: de Charles de Gaulle à Valéry Giscard d'Estaing.* Paris, Presses Univ. de France, 1980. 199p. JN2665.C6

Duhamel, Olivier and H. Weber. *Changer le PC? Débats sur le Gallocommunisme.* Paris, PUF, 1979. 283p. JN3007.C6D84

Frears, J. R. and Jean-Luc Parodi. *War will not take place: the French parliamentary elections, March 1978.* London, C. Hurst, 1979. 147p. JN2959.F74

Freiberg, J. W. *The French press: class, state, and ideology.* New York, Praeger, 1981. 320p. PN5178.F75

Hanley, David L. and others. *Contemporary France: politics and society since 1945.* Boston, Routledge and Kegan Paul, 1979. 325p. JN2594.5H35

Hauss, Charles. *The new left in France: the unified socialist party.* Westport, Conn., Greenwood Press, 1978. 283p. JN3007.S65H38

Johnson, Richard W. *The long march of the French left.* London, Macmillan, 1981. 345p. HX269.J63

Laurent, Paul. *Le P.C.F. Comme il est: entretiens avec Roger Faivre.* Paris, Editions sociales, 1978. 174p. JN3007.C6L39

Martelli, Roger. *La nation.* Paris, Editions sociales, 1979. 199p. HX550.N3M343

Martin, Michel L. *Warriors to managers: the French military establishment since 1945.* Chapel Hill, Univ. of North Carolina Press, 1981. 424p. UA700.M36

Massot, Jean. *Le chef du gouvernement en France.* Paris, Documentation fransaise, 1979. 320p. JN2671.M38

O'Neil, Francis. *The French radical party and European integration.* New York, St. Martin's Press, 1981. 124p. JN3007.R25053

Ruehl, Lothar. *La politique militaire de la Cinquième République.* Paris, Fondation Nationale des Sciences Politiques, 1976. 430p. H31.F6 no. 193

Safran, William. *The French polity.* New York, McKay, 1977. 332p. JN2594.5.S23

Sauvy, Alfred. *La tragédie du pouvoir: quel avenir pour la France?* Paris, Calmann-Levy, 1978. 287p. HC276.2.S26

Stiefbold, Annette Eisenberg. *The French communist party in transition: PCF-CPSU relations and the challenge to Soviet authority.* New York, Praeger, 1977. 155p. JN3007.C6S7

Wright, Vincent. *The government and politics of France.* London, Hutchinson, 1978. 280p. JN2594.W74

Wright, Vincent, ed. *Conflict and consensus in France.* London, F. Cass, 1979. 150p. JN2594.5.C663 1979

Society and economy

Anglade, Jean. *La vie quotidienne des immigrés en France de 1919 à nos jours.* Paris, Hachette, 1976. 221p. DS34.5.F6A53

Caron, Francois. *An economic history of modern France.* London, Methuen, 1979. 384p. HC275.C38

Clifford-Vaughan, Michalina and others. *Social change in France.* New York, St. Martin's Press, 1980. 216p. HN340.C56

Delapierre, Michel and Charles Albert Michalet. *Les implantations étrangères en France: statégies et structures.* Paris, Calmann-Levy, 1976. 277p. HG5472.D44

Dyer, Colin L. *Population and society in twentieth-century France.* London, Hodder and Stoughton, 1978. 247p. HB3593.D9

Marceau, Jane. *Class and status in France: economic change and social immobility, 1945-1975.* Oxford, Clarendon Press, 1977. 217p.

Marczewski, Jan. *Inflation and unemployment in France: a quantitative analysis.* New York, Praeger, 1978. 200p. HG979.5.M2613

Stearns, Peter N. *Old age in European society: the case of France.* London, Croom Helm, 1977. 163p. HQ1064.F7F73

Suleiman, Ezra N. *Elites in French society: the politics of survival.* Princeton, N.J., Princeton Univ. Press, 1978. 299p. HN440.E4S94

Zysman, John. *Political strategies for industrial order: state, market, and industry in France.* Berkeley, Univ. of California Press, 1977. 230p. HD9696.A2F79

Foreign relations

Betts, Raymond F. *Tricouleur: the French overseas empire.* London, Gordon and Cremonesi, 1978. 174p. JV1811.B47

Cerny, Philip G. *The politics of grandeur: ideological aspects of De Gaulle's foreign policy.* New York, Cambridge University Press, 1980. 319p. DS417.C44

Duroselle, Jean-Baptiste. *France and the United States: from the beginning to the present.* Trans. by Derek Coltman. Chicago, Univ. of Chicago Press, 1978. 276p. DS369.D7713

Harrison, Michael M. *The reluctant ally: France and Atlantic security.* Baltimore, Johns Hopkins Univ. Press, 1981. 304p. DC404.H35

Schumann, Maurice. *Un certain 18 juin.* Paris, Plon, 1980. 307p. D813.F8S38 (On the fall of France, June 1940)

Serfaty, Simon, ed. *The foreign policies of the French left.* Boulder, Colo., Westview Press, 1979. 124p. DS417.F67

Smith, Tony. *The French stake in Algeria, 1945-1962.* Ithaca, N.Y., Cornell Univ. Press, 1978. 199p. DC401.S6

Strauss, David. *Menace in the West: the rise of French anti-Americanism in modern times.* Westport, Conn., Greenwood Press, 1978. 317p. DC59.8.U5S83 ■

Library Services

LOCATION: Room 3239 New State
COLLECTION: 750,000 volumes, 1,100 periodical titles
SERVICES:

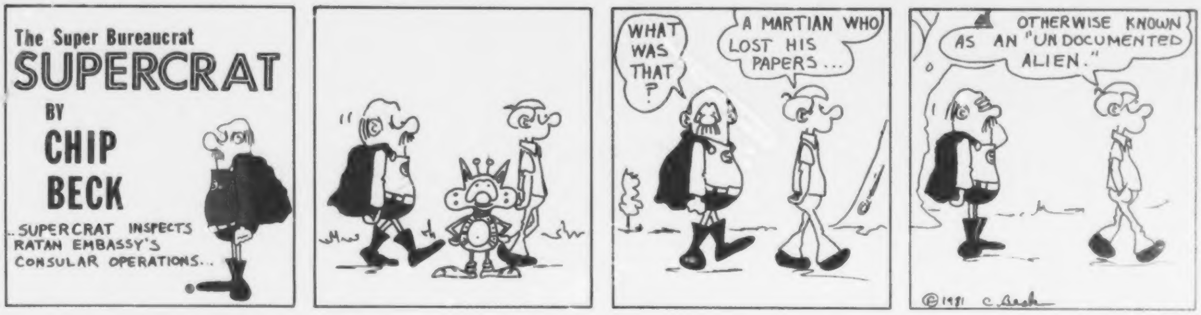
—Loan of books, periodicals, and government documents

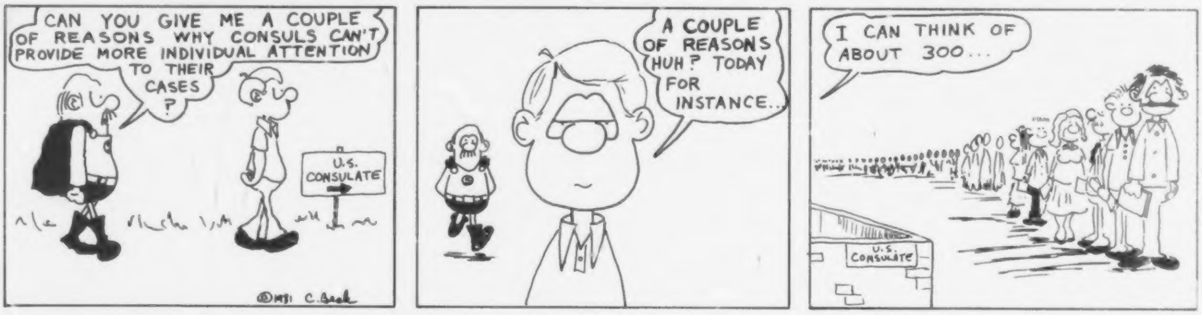
—Locating and borrowing items from other libraries

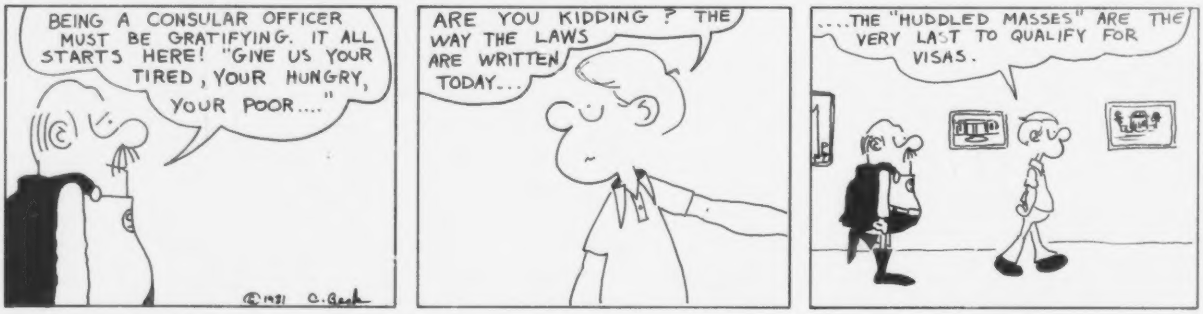
---

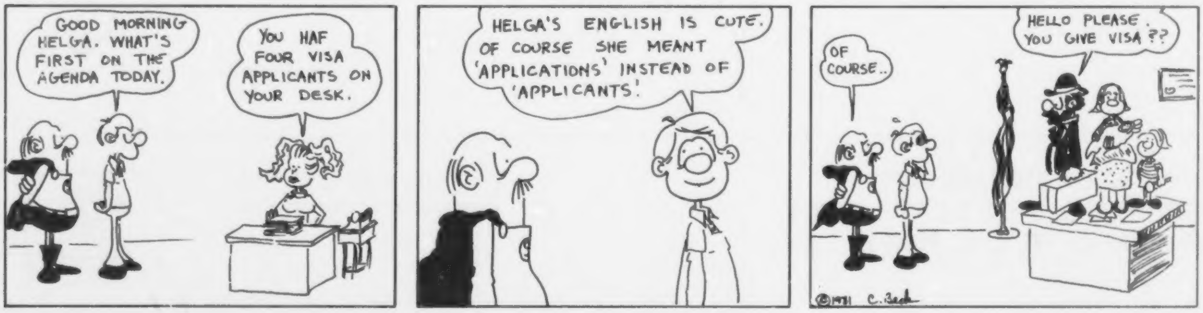
*Call numbers are given for those in the Department Library.

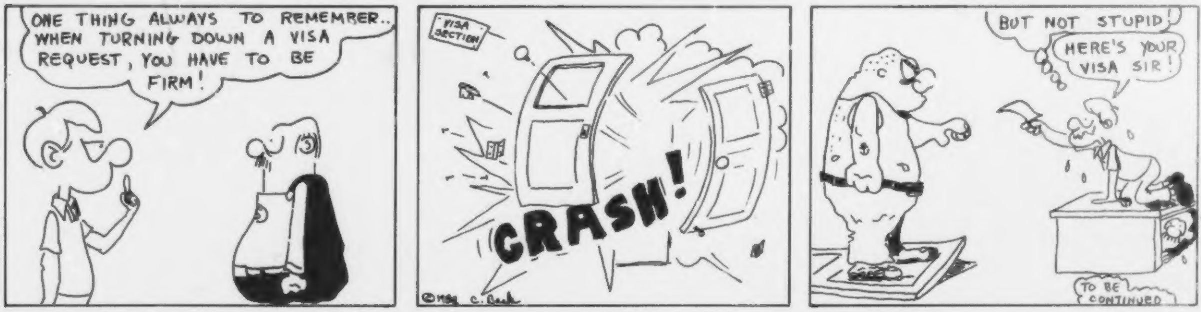
READEX FICHE


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
..SUPERCRAT INSPECTS RATAN EMBASSY'S CONSULAR OPERATIONS..
WHAT WAS THAT ?
A MARTIAN WHO LOST HIS PAPERS...
OTHERWISE KNOWN AS AN "UNDOCUMENTED ALIEN."
©1981 C. Beck


CAN YOU GIVE ME A COUPLE OF REASONS WHY CONSULS CAN'T PROVIDE MORE INDIVIDUAL ATTENTION TO THEIR CASES ?
U.S. CONSULATE
©1981 C. Beck
A COUPLE OF REASONS HUH? TODAY FOR INSTANCE...
I CAN THINK OF ABOUT 300...
U.S. CONSULATE


BEING A CONSULAR OFFICER MUST BE GRATIFYING. IT ALL STARTS HERE! "GIVE US YOUR TIRED, YOUR HUNGRY, YOUR POOR...."
©1981 C. Beck
ARE YOU KIDDING ? THE WAY THE LAWS ARE WRITTEN TODAY...
....THE "HUDDLED MASSES" ARE THE VERY LAST TO QUALIFY FOR VISAS.


GOOD MORNING HELGA. WHAT'S FIRST ON THE AGENDA TODAY.
YOU HAF FOUR VISA APPLICANTS ON YOUR DESK.
HELGA'S ENGLISH IS CUTE. OF COURSE SHE MEANT 'APPLICATIONS' INSTEAD OF 'APPLICANTS'.
OF COURSE..
HELLO PLEASE. YOU GIVE VISA ??
©1981 C. Beck


ONE THING ALWAYS TO REMEMBER.. WHEN TURNING DOWN A VISA REQUEST, YOU HAVE TO BE FIRM!
VISA SECTION
CRASH!
©1981 C. Beck
BUT NOT STUPID!
HERE'S YOUR VISA SIR!
TO BE CONTINUED

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

U.S.MAIL

If address is incorrect
please indicate change
Do not cover or destroy →
this address label
Mail change of address to
PA-OAP
Room 5815A

239

State

The Newsletter United States Department of State November 1981

A "First" for a Secretary

Haig Addresses Open Forum

S1. 118:

State
The Newsletter
United States Department of State
November 1981
A "First" for a Secretary
Haig Addresses
Open Forum

(Photo by *David M. Humphrey, Visual Services*). See story on Page 8.

United States Department of State

Letters to the Editor

Longer overseas tours

ROSSLYN, VA.

DEAR SIR:

The Foreign Service is under the gun right now—budget and personnel ceilings are being stretched to the limits (same number of slots now as 20 years ago, with 53 more countries to cover), while pressure is on us to increase the scope of reporting and operations, such as in the areas of refugees, science, narcotics and training. We talk frequently of better ways to mainage our restricted resources, but very little has actually been implemented to do this.

There is one drastic change which I have never seen recommended, which could save a lot of money and, I feel, result in more productive employees: to extend the length of tours overseas.

We now have tours ranging from 18 months to 48 months (for senior employees in developed countries.) We should extend these to a minimum of 36 months and maximum of 8 years in one post. We would gain in the following ways:

(1) Language and functional area training costs, which easily total $25,000 for a 16-week course, would be cut in half (since frequency would be cut in half), and could be utilized longer in each post. Each employee would have time to gain experience and insights about the country and his function there. Longer tours would benefit even the highest levels—our ambassador would not always be the "new kid on the block."

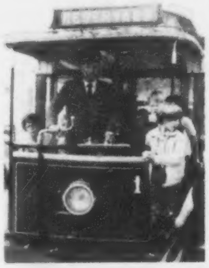
(2) The costs of physically transporting people and household goods would also be cut in half, by cutting the frequency of transfers in half. It now costs about $12,000 to move four persons to a new post, and at least $20,000 to move their possessions and car.

(3) The biggest benefit would be

—(Continued on Page 31)

State

November 1981
No. 239


7

16

32

53

News stories

2 Microfiche to replace files at some posts
4 'Danger pay' set for Kabul, San Salvador
8 Haig addresses Open Forum
9 13 officers picked for executive training
9 11 get senior executive bonuses
12 Reagan names 5 more for ambassadorships
15 Tinney wins $5,000 communicator award

Feature stories

6 Foreign Service matadors
16 Washington Irving: minister to Spain
20 On being a public affairs officer

Photo stories

5 Services for President Sadat
32 Post of the month: OECD, Paris

Departments and features

24 Alcohol Awareness
29 "American Diplomacy"
12 Appointments
23 "Ask Dr. Korcak"
49 Bureau Notes
63 Current Publications
30 Diplo-Crostic, by Becker
26 Education and Training
15 Honors and Awards
1 Letters to Editor
64 Library Booklist
59 Look-Alikes
8 News Highlights
61 Obituaries
36 Personnel: Civil Service
40 Personnel: Foreign Service
22 STATEments
41 Transfer Tremors

Editorial staff

Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

Countering Terrorism

Program is launched to do away with paper at some posts

Enter microfiche—it goes *pfft!* but it leaves copies behind

WHEN THE U.S. EMBASSY in Iran was overrun by terrorists on November 4, 1979, some of the Americans inside wondered whether they should destroy the files. “Is the information in them too valuable to destroy?” their thoughts ran. “After all, this whole thing may blow over in a day or two, and we'll be left without material that is valuable and irreplaceable.” Also: “Is some of the information so sensitive that it *must* be destroyed? Is there time? Do I want to be standing at the paper-shredder when the attackers burst through the door?”

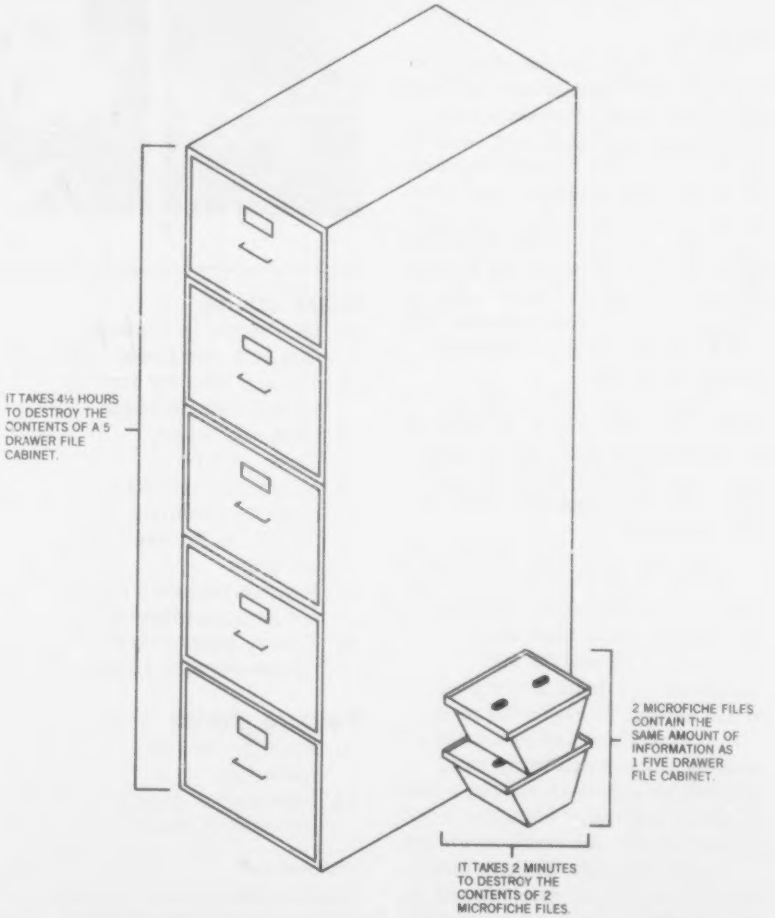
In recent years, these same thoughts have run through the minds of employees at other U.S. embassies, under similar—though less serious—circumstances.

“Information can be a liability as well as an asset,” said William H. Price, director of the Department's Foreign Affairs Information Management Center, in an interview with STATE. “If not destroyed, even seemingly innocuous information can pose a threat to personnel and jeopardize U.S. foreign relations. Yet some of this information is on record only at the posts, and a serious loss can result from its destruction.”

The sheer quantity of paper files at posts complicates destruction. There are an estimated 25,000 file cabinets at our overseas posts, containing over 200 million pages of information. The file drawers, laid end to end, would stretch from the Department almost to Dulles International Airport. The 200 million pages, glued end to end, would wrap one and one-half times around the world.

A program to reduce paper

“One response to this massive problem is our new microfiche records replacement program,” said Mr. Price. “It's for classified and sensitive files. The program ultimately will replace key files with microfiche at a number of posts. It's designed to cut down on the volume of paper—and minimize the danger to U.S. employees—by simplifying both the protection and destruction of information.”


IT TAKES 4½ HOURS TO DESTROY THE CONTENTS OF A 5 DRAWER FILE CABINET.
2 MICROFICHE FILES CONTAIN THE SAME AMOUNT OF INFORMATION AS 1 FIVE DRAWER FILE CABINET.
IT TAKES 2 MINUTES TO DESTROY THE CONTENTS OF 2 MICROFICHE FILES.

He explained: “All the information in five file drawers can fit into two containers the size of a shoe box, once it's on microfiche. But more important is a two-minute destruction time for the fiche, as compared to about four-and-a-half hours to thoroughly destroy a comparable paper file under methods currently available. Equally important is the protection of these assets from loss. The information on microfiche also appears on a master set here in the Department, so that it can be duplicated and quickly replaced when operations are resumed.”

Microfiche information is stored on a flat sheet of film, about 4 by 6 inches. The sheet is divided into 270 frames. Each frame is the equivalent of one side of a sheet of paper, but 48 times smaller. These microfiche are inserted into a device called a reader, or another called a reader/printer, and the image of each page can then be projected, full-

Hazeltine 15

Management analyst *Betty Chambers*, at a microfiche reader, left, which is used to view texts of documents on microfiche. Terminal on right is connected to Department automated system which maintains text of messages and indexes used for the microfiche program. *(Photo by Donna Gigliotti)*

size, onto the viewing screen. Paper copies can also be produced, but these are not intended for filing.

The program is tested

The Department recently concluded a two-month test of the prototype microfiche program at Embassy Georgetown, in Guyana, on the northern coast of South America. All of the embassy's cables that included the Department as well as Georgetown as addressees, between January 1980 and last June, were rendered by computer onto microfiche. The post was given the microfiche, along with a new high-quality microfiche reader/printer and a set of printed indexes to be used as an aid in finding material.

"Cables, in general, represent less than 20% of the paper on file at posts," said William Parks, a division chief under Mr. Price. "But we chose to use cables for the test program because their text is now stored in digital form, and we could put that text on microfiche immediately."

The Information Systems Office computer system for the Department's Foreign Affairs Information Management Center has stored, since 1973, all cable text in electronic or digital form. The cable information merely had to be selected, reorganized and transferred to the fiche. The text of other paper documents like memos and airgrams, are stored on microfilm only, not in a digital form. These types of information media must also be captured in digital form to provide the same efficiencies and economies of scale currently available with cables, Mr. Price said.

The microfiche program features two indexes, both classified, that give references to documents on the microfiche. One index is a chronological listing of all cable on the fiche; the other is a listing of the same cables organized alphabetically by specific subject, and also by the general subject categories shown in the Department's TAGS manual. The chronological index is useful for finding a single message, when its specific number or approximate date is known. The subject index is more convenient for identifying and locating several related messages containing information on the same subject.

Mr. Price

So, as participants in the test program, employees at Embassy Georgetown have been reaching for an index instead of a file drawer when looking for a cable.

"The indexes are the key to the program," said Mr. Price. "They organize and structure information so it can be recalled quickly and comprehensively, when needed." for example, there is an index for the consular section containing only consular cables, one for the political section, another for the economic section, and so forth. There is also a separate index and set of microfiche for highly-sensitive material, such as information with channel captions or cables classified as top secret.

Destroying documents

To destroy the information on microfiche, an employee would pour a chemical—methylene chloride—into the box containing the fiche. Destruction occurs as the chemical reaches the film surfaces and dissolves the emulsion or print images.

"Once you've poured the chemical into the container and put the lid on," Mr. Price said, "you can take off immediately if the embassy is under attack. You can get away from the building very quickly, so your life is being better protected. And, because the information is also stored back in the Department, it can be duplicated and replaced when needed."

Methylene chloride has a degreasing chemical reaction that will boil at 110 degrees but will not catch fire. It has been tested and found to be safe, Mr. Price said. The chemical can produce fumes, "but you'd have to stand there and sniff it for about 30 minutes to get a 'high' comparable to that from two beers," he added.

Looking ahead

Mr. Parks and William Farrell, chief of the Records Management Staff, visited Embassy Georgetown to assess employees' reaction to the test program. They reported that the employees found the microfiche reliable and easy to use. Mr. Parks commented: "We did have some operating problems on our end here in the Department, which we are trying now to solve. One major problem is the computer processing involved in the sheer volume of cable traffic, so we're contracting for more help. And we're making some revisions in the index. But as soon as that's done, we will be ready to replace paper cable traffic files with microfiche at other posts. The first of these follow-on efforts is scheduled tentatively for next January."

Mr. Parks related: "Embassy Georgetown had a special file on area border disputes dating back to 1966. We microfiched it and sent it back. This was our first step into areas other than cable traffic. Other posts have expressed interest in putting biographic files on fiche—we're doing that now for Jakarta.

"But I want to emphasize that this microfiche records replacement program is merely an interim step toward an era when most paper files will be replaced by electronic information support systems. Ultimately, we believe, everyone might have a terminal on his or her desk. That will take quite some time, and there are many steps in-between. This microfiche project is just one such step. The real breakthrough will come when our supervisory and other employees realize that they don't *need* to have everything on paper."

—Donna Gigliotti □

'Danger pay' areas: Kabul, San Salvador are designated

Employees serving in San Salvador and Kabul are eligible to receive a "danger pay" allowance of up to 25% of their base pay, effective September 28, under a provision of the new Foreign Service Act. Representatives of the Department's management, American Foreign Service Association and the American Federation of Government Employees have reached agreement on the regulations relating to the allowances, which were issued as a Foreign Affairs Manual Circular (FAMC No. 81-45) on September 23.

The new regulations note that the allowance may be authorized at posts "where civil insurrection, civil war, terrorism, or wartime conditions threaten physical harm or imminent danger to the health or well-being of employees." The allowance will normally be granted only at posts where evacuation of dependents and/or "nonessential personnel" has been "authorized or ordered," or at posts at which dependents are not permitted. Under exceptional circumstances, the circular points out, danger pay may be granted at other posts with the approval of the Secretary.

The circular also points out that "that part of the hardship post differential rate which is attributable to political violence shall be reduced to avoid dual crediting. The regular post differential and any special incentive differential will be reviewed to assure that appropriate rates of each are established concurrent with terminating or revision of danger pay."

The new allowance will be available to all "American regular direct-hire employees at a post, including temporary, part-time and intermittent employees, and those on detail at a designated post or travelers transiting the post for more than one day." The danger pay allowance is not subject to any ceiling which would provide a payment less than the full percentage rate prescribed for the post. ■

Death of Anwar el-Sadat

AMERICAN flags were flown at half-staff, by order of President Reagan, after President Sadat of Egypt was murdered by assassins on October 6. "America has lost a close friend; the world has lost a great statesman and mankind has lost a champion of peace," Mr. Reagan said in a proclamation, adding: "In a world filled with hatred, he [Mr. Sadat] was a man of hope." Department employees were among those who mourned here.

Two presidents—*Mr. Sadat* and *Mr. Reagan*—stood side by side when the Egyptian leader visited here last August 5. ***(Photo by Walter Booze, Visual Services)***

Department of State employees entering Washington Cathedral, where memorial services were conducted for Mr. Sadat. ***(Photos by Donna Gigliotti)***

Life in the Foreign Service

In Lisbon, it's live and let live

(And that's no bull)

By John Bash

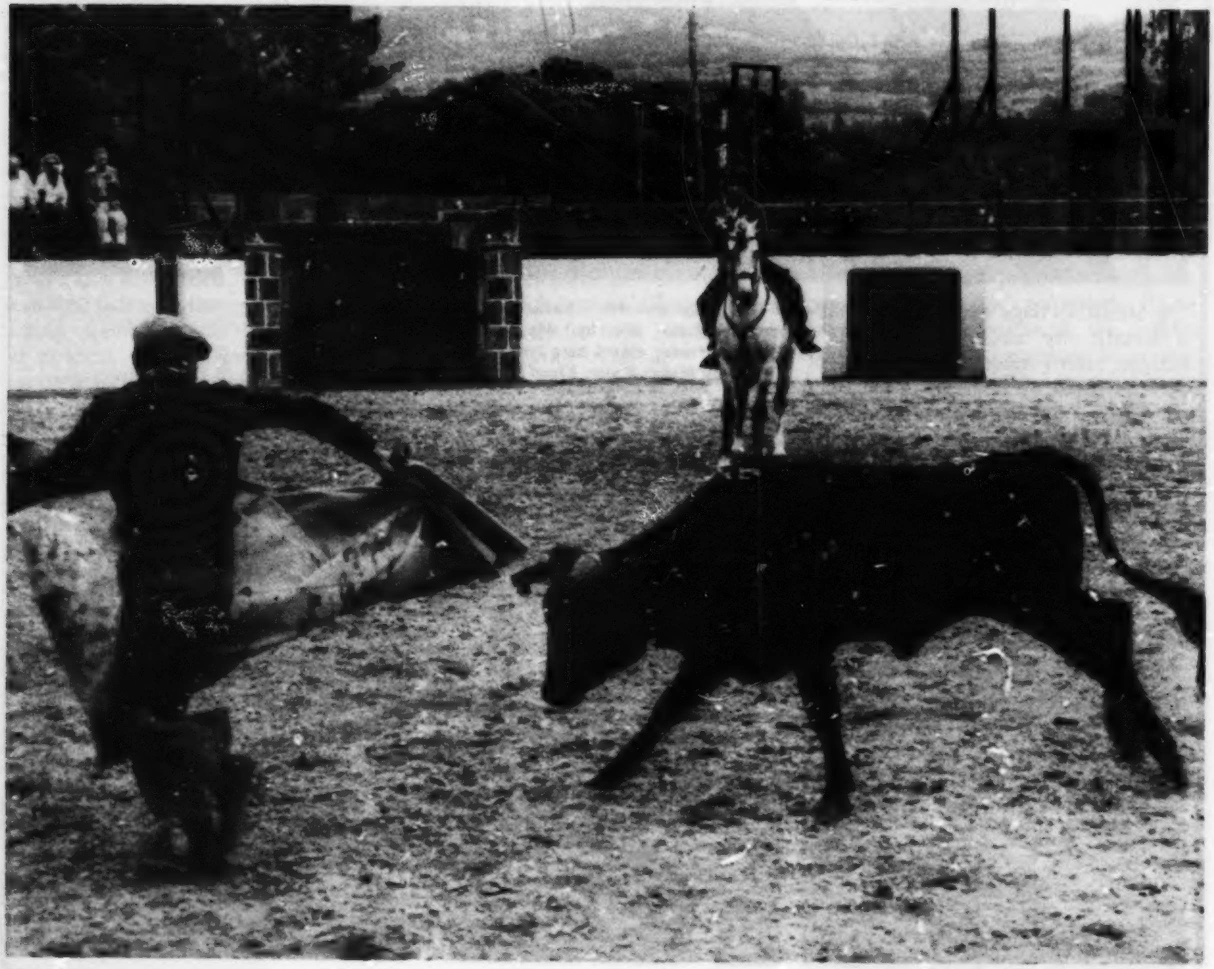
The author is the economics officer at the U.S. embassy, and a bullfight aficionado.

If Portugal is the "Garden of Europe by the Sea Planted," as the national poet Camoes called it, it certainly was being copiously sprinkled a few weeks ago, when almost 200 persons from most of the embassies in Lisbon visited the ranch of Portuguese bullfighter Dom Jose Joao Zoio, not far from Lord Byron's former home in Sintra.

The rain poured as we sampled the red and white wines at a wine cellar where we rendezvoused, and it pounded the ancient tram that we took to the ranch called the Quinta da Nossa Senhora do Rosario. But the deluge, mercifully, stopped for the day as we began to eat our grilled sardines, barbecued chicken and barbecued pork with the bullfighter and his family.

After lunch, we walked to the bullfight arena on the ranch and gazed in terror as a gigantic, fierce, hard-charging beast thundered onto the sand. As the monster circled the arena, chasing the capes that were flashed by men on foot, Dom Jose Joao, riding a beautiful horse, caught the beast's attention and let it give chase. Suddenly, he turned his horse sharply and struck the bandarilha over the beast's horns and into its withers. The bandarilha—a yard-long shaft festooned with colored paper and containing a harpoon

The bullfight



The tram ride to the bullfighter's ranch.

point—hung on the beast, which continued its frenzied pursuit—until it—*wait!* Until it squatted on its hind legs to obey a call of nature!

Could it be? Yes, it was. U.S. consular officer James A. Smith, who had studied biology at the New York City zoo, called out: "It's a cow!"

Why a cow? We were just carrying the Portuguese bullfight to its logical, playful end. Unlike the Spanish, who kill the bull, the Portuguese weaken him with banderilhas, but return him alive and kicking to the corral. Being smaller and less dangerous than a bull, however, a cow can be dominated without being weakened by gore-producing bandarilhas—the toy ones that Dom Jose Joao used worked just fine.

Sampling the grape: Col. *George Schroeder;* his son-in-law, economic officer *John Bash;* deputy chief of mission *Edward M. Rowell.*

Finally, a few brave or foolish diplomats, among them the author and communicator Rich Nagel, clambered into the arena. They tried out their capework and tackled the charging cow. But no one got up the courage to milk her. ■

Haig speaks, takes questions at Open Forum session

In another move emphasizing that he assigns high value to the work of the Secretary's Open Forum, Secretary Haig stepped to the podium himself when the forum met at noon October 14 in the Dean Acheson Auditorium. It was the first time since its founding in 1967 that an incumbent Secretary had addressed the forum, whose membership is open to employees of all ranks at State and the other foreign affairs agencies. Some weeks earlier (STATE, August/September), Mr. Haig said in a message distributed to all employees: "The Secretary's Open Forum offers each of you an opportunity to participate more directly in our foreign policy process—to suggest new policies or to offer a responsible alternative when dissenting from an existing one."

Introduced by Open Forum chairman Eileen Heaphy, the Secretary spoke for some 30 minutes, expounding on the foreign policy of the administration. His remarks, in keeping with the forum rule for all speakers, were off the record. Mr. Haig spoke extemporaneously, with only a glance now and then at notes he had brought with him. After completing his presentation, he took random questions from members of the audience, answering at length. This was followed by a luncheon with members of Open Forum steering committee in the James Madi-

SECRETARY'S OPEN FORUM—Members of the steering committee with Secretary Haig, prior to the luncheon with him. From left, first row: *Elizabeth Cummings*, international relations officer, Office for Combatting Terrorism; *Eileen Heaphy*, chairman, Open Forum; *Mr. Haig; Sanford Watzman*, vice chairman, Open Forum, and editor, STATE magazine; *Philip Taylor*, management analyst, Office of Management and Administration, Bureau of Consular Affairs; *Vicki Huddleston*, international economist, Office for Economic and Development Policy, Bureau of International Organization Affairs; *Joseph McBride*, congressional liaison officer, Bureau of Congressional Relations. Second row: *Stuart Schwartzstein*, political officer, Office of Regional Affairs, Bureau of East Asian and Pacific Affairs; *Eileen Binns*, program analyst for associate director for management, ICA; *Larry Roeder*, desk officer, Office of East-West Trade, Bureau of Economic and Business Affairs; *Frank Stewart*, assistant director for market development, Trade and Development Program, International Development Cooperation Agency; *William Veale*, management analyst, Office of Management Operations; *Galen Fox*, chief, Northeast Asian Division, Office of Analysis for East Asia and the Pacific, Bureau of Intelligence and Research; *Montcrieff Spear*, retired senior Foreign Service officer; *Lannon Walker*, deputy assistant secretary, Bureau of African Affairs.

son Dining Room, where the discussion continued for nearly an hour.

In other October events of the forum, Charles DiBona, president of the American Petroleum Institute, spoke October 16 on "America's Energy Policy for the '80s," and Eliot Berg, consultant to the World Bank and principal author of the bank's review of African development efforts in the past decade, met with a discussion group from the Bureau of African Affairs, with Bob Pringle, director of the bureau's Economic Policy Staff, presiding.

Speakers scheduled for this month included Arthur Flemming, chairman, U.S. Civil Rights Commission, who was to discuss the commission's recent study of hiring practices in the Foreign Service, November 4; Frank Carlucci, deputy secretary of defense, November 10, and newscaster Walter Cronkite, November 12. □

11 get senior executive bonuses

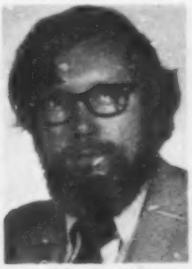
Eleven Civil Service officers have been awarded cash bonuses for their performances as members of the Senior Executive Service. Two of the employees—Roger Feldman, State's comptroller, and Robert Baraz, director of the Office of Analysis for the Soviet Union and East Europe, Bureau of Intelligence and Research—were given the rank of meritorious executive, as well as a cash bonus of $10,000. John R. Crook, assistant legal adviser for economic and business affairs, and David C. Gompert, deputy director, Bureau of Politico-Military Affairs, received $9,020.25.

Bonuses of $5,512.37 went to J. Brian Atwood, dean of academic affairs, Foreign Service Institute; George S. Harris, director, Office of Analysis for Near East and South Asian Affairs, Bureau of Intelligence and Research; Charles J. Henkin, deputy director, Office of Strategic Nuclear Policy, Bureau of Politico-Military Affairs; Joseph H. Linneman, deputy assistant secretary, Bureau of International Narcotics Matters; Michael J. Matheson, assistant legal adviser for politico-military affairs; Philip H. Stoddard, deputy assistant secretary for current analysis, Bureau of Intelligence and Research; and C. Thomas Thorne Jr., director, Office of Analysis for African Affairs, Bureau of Intelligence and Research.

The 11 were among 44 eligible career members of the Senior Executive Service at State. □

Mr. Feldman

Mr. Baraz


Mr. Crook

Mr. Gompert

Mr. Atwood

Mr. Harris

Mr. Henkin

Mr. Linneman

Mr. Matheson

Mr. Stoddard

Mr. Thorne

13 Civil Service officers are in executive program

Thirteen Civil Service officers have been chosen to participate in the Department's Executive Development Program. In the administrative division of the program, the selectees were John McGruder, International Narcotics Matters; Carmen DiPlacido, Consular Affairs; and Theresa Manley, Bureau of Personnel. Chosen for the legal division were John Arbogast, Jean Bailly, Judith Bello, Alan Kreczko, Ralph Martin, Mary McLeod, Michael Peay, Timothy Ramish, Horace Shamwell and Robert Sloan, all of whom are employed in the Legal Adviser's Office.

Mandated by the Civil Service Reform Act of 1978, the Executive Development Program is intended to prepare employees for Senior Executive Service positions. Civil Service employees at Grades GS-14 and 15 are

Participants in the Executive Development Program, from left: ***John L. McGruder, Michael Peay, Alan Kreczko, Ralph Martin, Robert Sloan, Judith Bello, Carmen A. DiPlacido, Theresa A. Manly, Mary McLeod.*** **Not pictured: Timothy Ramish, Horace Shamwell, Jean Bailly.** ***(Photo by Donna Gigliotti)***

eligible to apply. Those chosen remain in their jobs while participating in a two-year training regimen. Selection does not guarantee participants an executive-level appointment, but it does give them the credentials they need to fill Senior Executive Service positions.

For information, contact the program coordinator, Jackie Manley, in the Office of Civil Service Career Development and Assignments, Room 2429, Main State, 632-2509. □

Employee is arrested in embezzlement case

An embassy employee in Asia with nine years of service has been arrested for embezzling $101,175 from the U.S. Government.

The employee had, over the years, acquired sole responsibility for payment of the mission's electric bills. The individual received and tabulated monthly bills, prepared the necessary voucher, obtained required clearances, received the Government check issued by the Regional Finance Center, and paid the consolidated bill at the local bank.

According to the employee's confession to local authorities, the scheme to defraud the Government was developed in November 1979. Investigation indicated that the individual altered otherwise valid electric bills to produce an inflated voucher and check. The valid bills were then paid with the inflated check, and the employee was refunded the difference by an accomplice at the local bank which collected the payments.

The post, conducting an audit of electric bills, determined it had lost $101,175 through overpayment from July 1979 to last November. Since the embassy employee had received the difference between the actual and inflated bills from a bank employee, the post engaged a local attorney to seek restitution from the bank. The bank agreed to an out-of-court settlement, which resulted in the recovery of $75,834.34.

Preventive actions implemented by the post included a reorganization of the budget and fiscal section to separate the functions which had been the employee's sole responsibility.

"This case illustrates the rationale behind the accepted management practice of allocating responsibility for financial transactions among several individuals," commented Robert H. Brown Jr., inspector general of the Department. "We are committed to pursuing and preventing waste, fraud and mismanagement."

Information relating to such cases should be reported to the inspector general by telephone, (202) 632-3320, telegram or letter. At present, he has 69 matters of this kind under active investigation, and has referred 22 completed investigations to other offices for final disposition. The other offices include that of the director general of the Foreign Service and the Department of Justice. □

Warning on life insurance sales

Employees at State were warned, in a Department Notice issued October 6, that certain private life insurance companies are engaging in misleading sales practices by falsely intimating that their policies are Government-approved, or designed as part of the insurance program for federal employees. The Government "has not endorsed and has no connection with any life insurance program represented to be 'for federal employees' other than the [Government's own program]," the notice said. □

State meets EEO goals for fiscal '81

The Department hired 40 persons in the junior officer program for minorities, and 33 in the mid-level program for women and minorities, to meet its hiring goals for fiscal year 1981, the Office of Equal Employment Opportunity and Civil Rights has reported. In the new fiscal year, which began October 1, the Department will aim at adding 36 more junior officers from minority ranks, and 25 more officers in the mid-level program.

"Credit for attaining the goals rests largely with the Office of Recruitment, Examination and Employment, and with the Office of Security, which have cooperated in shortening the time for processing the Foreign Service candidates," said deputy assistant secretary Vivian L. Derryck of the employment opportunity office. "We thank all those who volunteered to serve as recruiters throughout the year." She added that the recruitment office is intensifying its efforts to encourage applicants to take the annual Foreign Service written examination, which will be given December 5. □

New retirement rules

The Department has revised the regulations relating to mandatory retirement of members of the Foreign Service, in implementation of the Foreign Service Act of 1980. With the concurrence of the American Foreign Service Association, the new regulations, 3 FAM 730, are being published and are to be distributed soon. They will replace current Sections 730 through 736 and 672.2 of 3 FAM. ■

Equal rights advocate *Meta Grace Keebler*, left, and *Elizabeth Chittick*, president, National Women's Party, were guests at the Department during Women's Week in October. From left in background are *Vivian L. Derryck*, deputy assistant secretary, Office of Equal Employment Opportunity and Civil Rights; *Patti Morton*, acting manager, Federal Women's Program, and president, Women's Action Organization; and *Bonnie Frank*, vice president for State, Women's Action Organization.

Appointments

Reagan names 5 more persons as his envoys abroad

They're slated for France, Honduras, 3 African posts

Mr. Hardy

Mr. Galbraith

PRESIDENT REAGAN, as of late October, had announced his intention to nominate five more persons as ambassadors to other countries. All the nominations would require Senate confirmation. The five, in alphabetical order by post, are:

- Equatorial Guinea—Alan M. Hardy, country officer for Mozambique and Namibia, to succeed Hume Alexander Horan.
- France—Evan Griffith Gabraith, managing director of the New York investment firm of Dillon, Read & Co., to replace Arthur A. Hartman.
- Honduras—John Dimitri Negroponte, deputy assistant secretary for East Asian and Pacific affairs, to succeed Jack Robert Binns.
- Tanzania—David Charles Miller Jr., special assistant to the assistant secretary for African affairs. The post in Dar es Salaam has been vacant for several months.
- Togo—Howard Kent Walker, deputy chief of mission in Pretoria, to succeed Marilyn Priscilla Johnson.

* * *

Following are biographical sketches of the persons chosen by the new administration:

* * *

Equatorial Guinea

Alan M. Hardy joined the Foreign Service in 1956. Over the years he has held assignments as an intelligence research specialist, 1956-57; consular officer in Toronto, 1959-61; administrative officer in Tananarive, 1961-63; consular officer and economic officer in Milan, 1963-65; and economic officer in Mogadishu, 1965-67.

Mr. Hardy returned to Washington in 1967 to become country officer for Nigeria, serving until 1968. He then was detailed to the University of California, at Los Angeles, for African area studies. After completing his course, he became a foreign affairs analyst in the Department in 1969. In 1971 he was appointed country officer for Kenya and Tanzania. In recent years he has served as political officer in Dakar, 1973-75; on detail to study the Hungarian language at the Foreign Service Institute, 1975-76; political officer in Budapest, 1976-78; and personnel officer in the Department, 1978-79. He has held his present position in the Africa bureau since 1979.

Mr. Hardy was born in Orange, N.J., on May 26, 1934. He received a bachelor's from the University of Cincinnati in 1959, and a master's from the University of California, at Los Angeles, in 1969. From 1957 to 1959 he was in the Army. He is married to the former Suzanne Bradley; they have two children and four stepchildren.

France

Evan Griffith Galbraith has held banking positions in New York, London and Paris since 1961. For eight years he was with the Morgan Guaranty Trust Co. of New York—as assistant vice president, international finance, in New York, 1961-63, as administrator and director of Morgan & Co., in Paris, 1963-68; and as vice president of the trust company in New York, 1968-69.

He was an independent financial consultant in New York in 1969, and then became managing director and chairman of Bankers Trust International in London, serving there until 1975. He became chairman of the Dillon Read Overseas Co. in London

REYKJAVIK, Iceland—Ambassador *Marshall Brement* presents credentials to her excellency, *Vigdis Finnbogadottir*, president of the republic. *Olafur Johannesson*, minister for foreign affairs, is in center.

Mr. Negroponte

Mr. Miller

Mr. Walker

that year, and continued in the post until last year.

Mr. Galbraith was born in Toledo, O., on July 2, 1928. He received a bachelor's from Yale in 1950, and a law degree from Harvard in 1953. Following service as a lieutenant in the Navy, where he was attached to the Central Intelligence Agency while on active duty, 1953-57, Mr. Galbraith joined the New York law firm of Shearman & Sterling in 1957. From 1960 to 1961 he was special assistant to the secretary of commerce.

Mr. Galbraith became a director of the Menasha Corp., Neenah, Wisc., in May. He is the author of "The German Stock Corporation Law" and of many articles on financial subjects. He is married to the former Marie Helene Rockwell; they have two sons and two daughters.

* * *

Honduras

John Dimitri Negroponte holds the rank of minister-counselor in the Senior Foreign Service. Joining the Service in 1960, he held assignmnents as consular officer, then commercial officer, in Hong Kong, 1960-63; administrative assistant in the Bureau of African Affairs, 1963; on detail to the Foreign Service Institute to study the Vietnamese language, 1963-64; political officer in Saigon, 1964-68, and as a member of the U.S. delegation to the Paris peace talks, 1968-69.

After attending Stanford for a year, 1969-70, Mr. Negroponte became a member of the staff of the National Security Council at the White House. He returned to the Foreign Service Institute in 1973 for Spanish-language training. Following his studies there, he became counselor for political affairs in Quito. From 1975 to 1977 he was consul general in Thessaloniki. He then was named deputy assistant secretary for oceans and fisheries affairs, with the rank of ambassador, in the Bureau of Oceans and International Environmental and Scientific Affairs. He held that post from 1977 to 1979, then was shifted to the position of deputy assistant secretary for East Asian and Pacific affairs last year.

Mr. Negroponte was born in London on July 21, 1937. He received a bachelor's from Yale in 1960. He won the Department's Superior Honor Award in 1975. He is a member of the American Foreign Service Association, Council on Foreign Relations and the Kenwood Golf and Country Club. He is married to the former Diana Villiers.

* * *

Tanzania

David Charles Miller Jr. was an executive with Westinghouse from 1971 until recently. He was assistant to the firm's executive vice president for defense and public systems, 1971-72; director of planning, Westinghouse World Regions, 1972-73; director of corporate international relations, 1973-75; and general manager of TCOM Corp., a Westinghouse subsidiary, in Lagos, 1976-78. He was country manager for Nigeria, 1978-79, before he was assigned to the firm's defense group in Baltimore last year.

Before joining Westinghouse, he was a research associate with Simulmatics Corp., an advanced research projects agency, in Vietnam, 1967-68. Mr. Miller has also held various positions in Government. He was a summer intern in the Department of Commerce, 1962, and the Department of Justice, 1965. From 1968 to 1969 he was a White House fellow, assigned to the Justice Department. He later was special assistant to the attorney general, 1969-70, and director of the White House Fellows Commission, 1970-71.

Mr. Miller was born in Cleveland on July 15, 1942. He received a bachelor's from Harvard in 1964, and a doctorate from the University of Michigan law school in 1967. He won an American Field Service scholarship, a Harvard College scholarship, and a White House fellowship. Mr. Miller is married to the former Mary Lake; they have a son and two daughters.

* * *

Togo

Howard Kent Walker holds the rank of counselor in the Senior Foreign Service. He began his career with the Department as a research analyst in 1965. Three years later, he was assigned as an international relations officer in the Office of Inter-African Affairs. He then served as political officer in Lagos, 1970, and principal officer in Kaduna, 1971-73. He returned to the Department in 1973 to become international relations officer in the Office of West African Affairs. From 1975 to 1977 he was counselor for political affairs in Amman. Mr. Walker later served as deputy chief of mission in Dar es Salaam, 1977-79. He then was shifted to the same post in Pretoria.

He was born in Newport News, Va., on December 3, 1935. He received a bachelor's in 1957 and a master's in 1958—both from the University of Michigan; and a doctorate from Boston in 1968. He was a teaching assistant at Boston, 1960-62, and an assistant professor at George Washington, 1966-68. From 1962 to 1963 he was a first lieutenant in the Air Force.

Mr. Walker won the Conly scholarship in government at Michigan and an African studies fellowship at Boston. He is a member of the

American Foreign Service Association, American Political Science Association and the African Studies Association. He is married to the former Terry Taylor; they have a son and a daughter.

Intelligence bureau gets new chief

Hugh Montgomery, a career intelligence officer, is the new director of the Bureau of Intelligence and Research. He succeeds Ronald I. Spiers, who has become the U.S. ambassador to Pakistan.

Mr. Montgomery

Mr. Montgomery served in the Office of Strategic Services during World War II. He later attended Harvard, where he received three degrees—a bachelor's, master's and doctorate. After teaching at Harvard, he joined the Central Intelligence Agency and then spent the next 28 years in a variety of assignments, most of them overseas in eastern and western Europe.

His last position, prior to retirement, was as a member of the National Intelligence Council, with duties as the national intelligence officer for western Europe.

Mr. Montgomery was born on November 29, 1923, in Springfield, Mass. He is married to the former Annemarie Janak; they have two children. □

Californian chosen for Geneva post

President Reagan has announced his intention to nominate Geoffrey Swaebe, a California business and management consultant, as the new U.S. representative to the European office of the United Nations at Geneva. Mr. Swaebe, with the rank of ambassador, would succeed Gerald B. Helman.

Mr. Swaebe has held executive positions with several national retail organizations for more than 35 years. He was executive officer with the Florsheim Shoe Co., in Chicago, 1936-38; divisional merchandise manager with Thalhimers department store, Richmond, 1938-48; general merchandise manager with the Pizitz department store, Birmingham, Ala., 1948-50; and general manager, director and vice president of the Hecht Co., Baltimore, 1950-62. He was chairman of the board and president of the May department stores of California, in Los Angeles, 1962-72. In 1972 he started his own business consulting firm.

Mr. Swaebe has served as commissioner of the Community Redevelopment Agency, Los Angeles, and as a member of the mayor's advisory committee. He is a director of the Los Angeles Central City Association; Better Business Bureau of Los Angeles; Greater Los Angeles Plans, Inc.; Los Angeles Chamber of Commerce; California Retailers; and the Hollywood Bowl Symphony Association.

Mr. Swaebe was born in London on March 23, 1911. He attended Boston University, later serving in the Army as a captain, 1942-46. He was awarded the Bronze Star and the Italian government's Order of Merit. Mr. Swaebe is married to the former Mary Mossman; they have one son. □

People at State

Robert J. Ryan Jr. has been accorded the personal rank of ambassador while conducting consultations and negotiations with governments in Central America and the Caribbean, and with major industrialized countries. . .President Reagan also accorded the personal rank of ambassador to **William E. Schuyler Jr.,** a patent lawyer, who headed the U.S. delegation to the conference on the revision of the Paris Industrial Property Convention, in Nairobi, September 24-October 24. . .**Stefan A. Halper** is the new deputy director for nuclear and technology affairs in the Bureau of Politico-Military Affairs. . .**Ray Seitz** has been named the senior deputy assistant secretary in the Bureau of Public Affairs. He formerly was deputy executive secretary for the Department. . .**Louis P. Goelz** has been designated as deputy assistant secretary for visa services in the Bureau of Consular Affairs. . . **Robert B. Lane** is the new deputy assistant secretary for overseas citizens services in that bureau. . .

New York lawyer for UNESCO post

President Reagan has announced his intention to nominate Jean Broward Shevlin Gerard, a New York lawyer, as the new U.S. permanent representative to the UN Educational, Scientific and Cultural Organization (UNESCO). The post in Paris has been vacant for several months.

Mrs. Gerard

Mrs. Gerard has been with the New York law firm of Cadwalader, Wickersham & Taft since 1977, and has specialized in international law. She is a member of the New York County Lawyers Association; Association of the Bar of the City of New York; the American, District of Columbia, Florida and New York State bar associations; the National Institute of Social Sciences; Women's National Republican Club, Inc.; Sheltering Arms Children's Service Auxiliary; Women's Economic Round Table; and the France-American Society. Mrs. Gerard was born in Portland, Ore., on March 9, 1938. She received a bachelor's from Vassar in 1959, and a doctorate from Fordham University School of Law in 1977. She is married to James Watson Gerard; they have a son and a daughter. ■

Honors and Awards

Tinney, in Tel Aviv: Top communicator

Philip Tinney, communications programs officer at Embassy Tel Aviv, is the winner of the $5,000 Thomas Morrison Communicator Award for "sustained exemplary performance."

Mr. Tinney

The annual award, named for the first communicator in the Foreign Service and established through the initiative of the American Foreign Service Association, is given for "extraordinary individual achievement" in the communications field. Mr. Tinney was cited for his work in Tel Aviv and for his "persistent efforts to improve the efficiency and effectiveness of new technological advances in communications." The citation also noted his "demonstrated talents for unusual initiative and leadership" in contributing to the improved management of Tel Aviv's communications resources.

The special selection panel included Stuart E. Branch, deputy assistant secretary for communications; John P. Shumate, executive director, Bureau of Administration; and Samuel R. Richardson, chief of the Foreign Service Career Development Office/Administration, Bureau of Personnel.

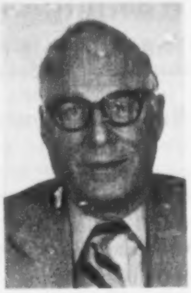
The committee, after picking Mr. Tinney as the winner, recommended that the other candidates for the award should be nominated by their supervisors or others for Superior or Meritorious Honor Awards, and/or cash awards. Such nominations may be made through the Department's Incentive Awards Program. Criteria for the Morrison Award were developed by communicators and agreed to by management and the American Foreign Service Association. □

VALLETTA, Malta—At awards ceremony, from left: chargé *Frank P. Wardlaw*, communicator *Bernard W. Bies*, secretary *Martha J. Scholton*, administrative officer *Norman F. Scholton*.

Couriers' association re-elects Verrier

Alfred J. Verrier, chief of the Diplomatic Courier Branch, was re-elected president of the U.S. Diplomatic Courier Association at the organization's annual reunion and banquet at the Fort Myer Officers Club, October 3. The other officers: Amos Jones, retired courier, vice president; Ernie Hohman, assistant chief, Diplomatic Courier Branch, treasurer; Margaret Warner, secretary in the Office of Communications, secretary; Jack Grover, retired supervisor of the Diplomatic Courier Service, historian and special projects manager.

Mr. Verrier


Mr. Irwin

Highlights of the reunion, attended by more than 140 active and retired couriers and their spouses, included presentation of the Diplomatic Courier Medal to Under Secretary Richard T. Kennedy for his "support in obtaining proper recognition for the five diplomatic couriers killed in line of duty;" and unanimous selection of Frank P. Irwin, a retired supervisor of couriers, to the Courier Hall of Fame. Mr. Irwin was critically injured in a plane crash in Vienna in 1955, but he refused to leave the plane—and his pouch—until U.S. embassy officers arrived at the scene. He was flown later to the Bethesda, Md., Naval Hospital, where he underwent treatment for several months.

Speakers included Colonel Thomas Shaylor, director of the Armed Forces Courier Services, and Representative William N. Patman (D.-Tex.), who served in the Diplomatic Courier Service, 1949-50. His father, the late Representative Wright Patman, was instrumental in the issuance of the Bureau of the Mint's Diplomatic Courier Medal, marking the service's 50th anniversary. ■

Bicentennial Year

Washington Irving: Sunnyside to Spain

The writer as diplomat—his dispatches read like a 'serialized novel'

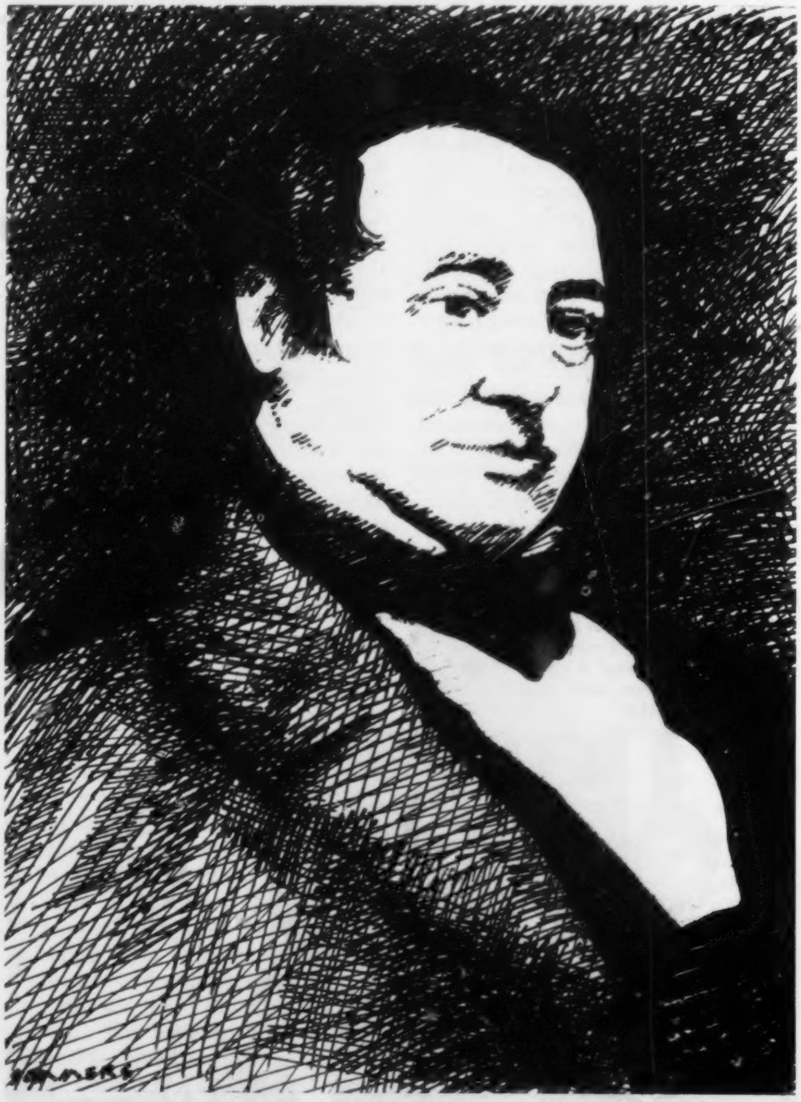
By William Sommers

The author of this historical sketch is an AID labor relations specialist. He contributed the article on Nathaniel Hawthorne in the July issue. The sketches here are by his daughter, Alison Sommers, a professional artist.

March 4, 1841 was the coldest inauguration day in U.S. history. It felled the President of the United States, William Henry Harrison, pushed an unknown Virginian, John Tyler, into the unheated White House, and made possible the appointment of Washington Irving, America's premier man of letters, as minister to the Court of Spain. President Tyler shared with Daniel Webster, his Secretary of State, a devotion to the writings of Mr. Irving, and both agreed no better appointment could be made to turbulent Iberia than that of the courtly gentleman from Sunnyside.

Mr. Sommers

It was a wise choice. Mr. Irving spent three years in Spain during the 1820s and, enchanted by this legendary country, produced in rapid order a life of Columbus, a history of the Moors in Spain, and a collection of delightful essays prompted by The Alhambra. Mr. Irving spoke the language, and his major works had been translated into Spanish—making him the most widely read American in the country. Having served a short stint as secretary to the American legation in London, he could also boast of prior diplomatic experience.



Washington Irving, minister to Spain, 1842-1846.

When Mr. Irving received the news at Sunnyside, his snug retreat in upstate New York, he wrote: "I have been astounded, this morning, by the intelligence of having been nominated to the Senate as minister of Spain. Nothing was more unexpected. It was perfectly unsolicited." As in his story of the headless horseman of Sleepy Hollow, there was a certain amount of exaggeration in the astonishment. Mr. Irving had been searching for something more sustaining than the uncertain income derived from the sale of his books. He had already applied for the post of customs collector in New York, and had offered himself as a candidate for consul in Paris. Perhaps his astonishment rested not so much on finally getting a job, but on its tailor-made suitability. His acceptance was sent off by return post.

When Mr. Irving accepted the position, he was 59—and famous as the first American writer of international reputation. His published works, which included histories, essays, short stories, travelogues and biographies, were circulated in England, France and Spain. He had just begun his piece de resistance, a biography of his namesake, George Washington. Today, however, Mr. Irving's luster is dim; we know him because of two famous but slight tales: "The Legend of Sleepy Hollow" and "Rip Van Winkle." It is much the same with his diplomatic service. Though we may recall that he once served at the Court of Spain, we know little of those well-written dispatches, in which Mr. Irving detailed Spain's heady political life—dispatches that Daniel Webster, we are told, sought out as though they were installments in a serialized novel. Even more, his dispatches and letters reveal experiences that at once invite comparison and exhibit parallels with today's diplomatic encounters.

'His new position was no plum'

Mr. Irving followed his letter of acceptance with a trip to Washington, where he dined with President Tyler and Secretary Webster. Their briefing left him with the clear understanding that his new position was no plum. Spain teetered on the edge of a crisis fostered by the political struggle between constitutional liberals and royalists. The country had lately come into the hands of General Espartero who, as dictator and regent, guarded the young infanta, Queen-to-be Isabella II, from her exiled mother and from the unconstructed royalists who still controlled parts of the army. The United States wanted Spain to appreciate its claims on Texas, and to remain neutral in the continuing difficulties with Mexico. At the same time, President Tyler asked Mr. Irving to assure the Spaniards that their hold on Cuba would be supported by the United States. In between the problems, they hoped Mr. Irving would find time to negotiate a couple of trade treaties, and restore the once flourishing commerce with Iberia. For a man whose life had been spent traveling, observing and writing, the workload described over dinner offered little comfort.

Realizing his job would require hard-working, loyal support, he lost no time in nominating the grandson of the Great Federalist, Alexander Hamilton, as his secretary, and Carson Brevoort, a longtime family friend, as assistant. He quickly wound up affairs at Sunnyside, put the house in the hands of his brother and, by April, was on the S.S. Independence bound for London. He planned to call at the American legations in London and Paris, to get more background on events in Spain and to visit old friends. (It was a little like taking the area studies program while en route to post.)

Waiting, waiting for his household effects

Mr. Irving settled into a delightful apartment overlooking the Plaza de Ville. Though his household was nearly complete, it lacked the basic ingredients: household goods. These were locked in the implacable grip of Spanish customs authorities. Legation archives bulge with copies of the exhortations, threats, pleadings and frustrations showered on the chief of customs by the angry bard of Sunnyside. One letter mirrors a sentiment shared down the years by all foreign service employees laboring under similar treatment. Imploring the customs office to relent and cough up his things, Mr. Irving recounted the "daily suffering, great inconvenience and growing expense arising from the detention of articles indispensable to my daily use and the entire arrangement of my domestic establishment." And what did the shipment include? Besides equipment for horses, carriage harnesses, furniture and clothing, the Irving household was in real anguish over "three barrels of brandy, twelve hundred bottles of wine, one hundred bottles of liquers, six dozen packs of playing cards and five thousand cigars." Even grief and suffering are paltry sentiments to vent on the daily absence of such essentials!

Mr. Irving, like his modern counterparts, wrestled with his share of vexing personnel problems. A lingering one centered on the U.S. consul in Balboa, one Maximo Aguirre. When the city of Balboa joined an abortive revolt against the regent, its citizens were assessed a heavy per capita fine, Aguirre included. But Maximo Aguirre refused to pay, claiming exemption as the U.S. consul. The Spanish government, ever in need of cash, saw differently and threatened to seize his house. Mr. Irving could find no justification for the exemption, and urged Mr. Aguirre to settle. Disgruntled at such ungrateful treatment, the consul, unknown to Mr. Irving, wrote directly to the Secretary of State who, to Mr. Irving's burnt ears, advised that the fine be remitted by the legation. The minister was doubly miffed—first, because Mr. Aguirre went over his head and, second, because Mr. Irving knew that the remittance would come out of his own pocket. He complained to the Secretary that this "gentleman has thought it necessary. . .to trouble you in a matter in which the legation has never been slow to render him all proper assistance." Although Mr. Irving did remit the fine, Mr. Aguirre's pride was crushed, and he threatened to resign. Mr. Irving's undoubted impulse was to accept the resignation on the sport. But replacing the consul might raise even more difficulties. So Mr. Irving was forced to sooth the consul's ruffled feelings, confessing it was impossible to convince Mr. Aguirre that "after all a consul is but a mortal man subject to mortal laws."

Mr. Irving was lionized by the literary set in London. The same was true of his trip to France, where he held a long interview with Louis Philippe who, it turned out, admired Mr. Irving's work. He was thus able to gauge French intentions in Spain and make a cursory assessment of their view on Cuba.

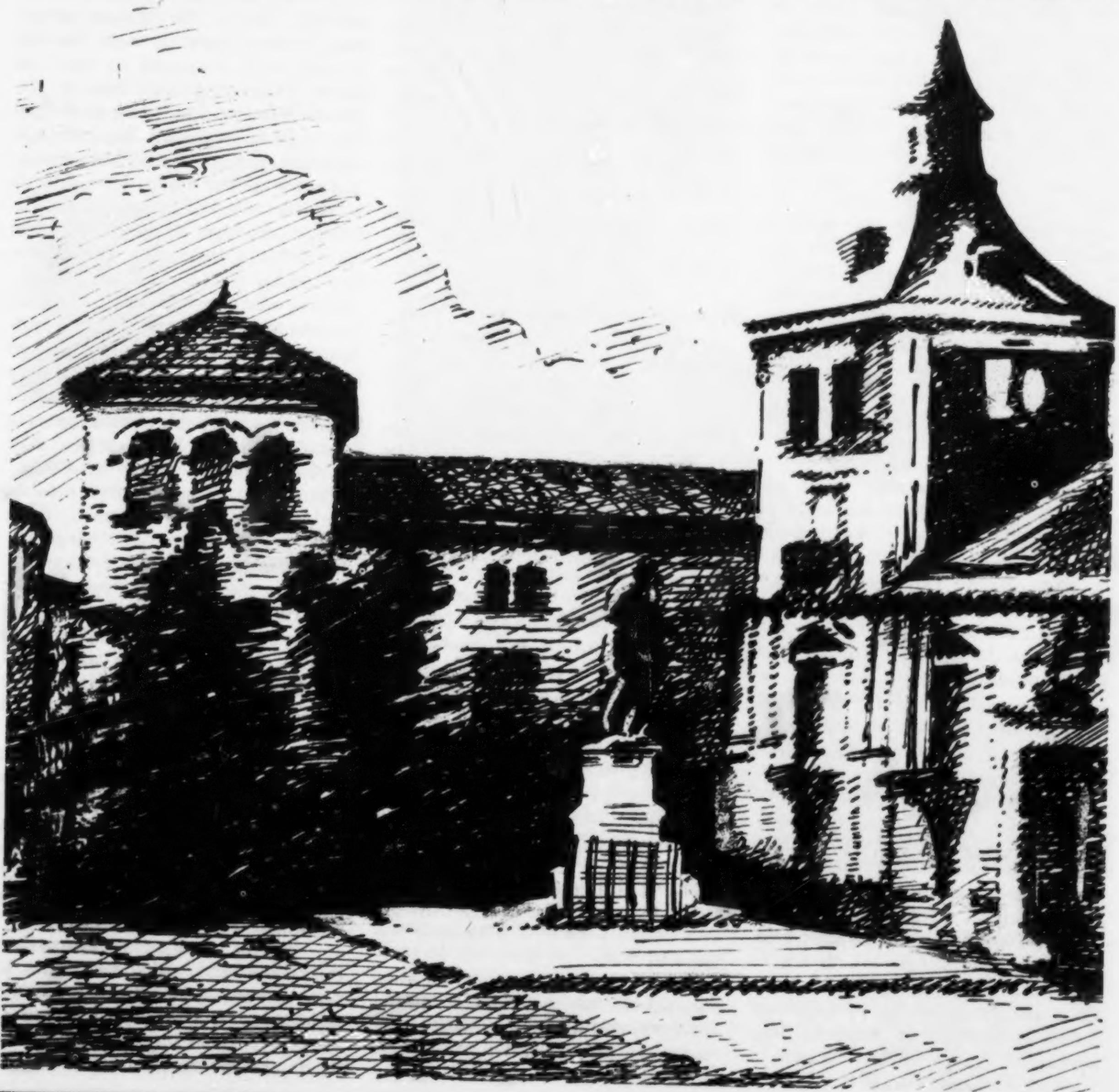
But the many banquets, speeches, discussions and visitations began to wear him down. Though anxious to get to Madrid, Mr. Irving began to get cold feet, apprehensive that he was in over his head—that he should be back on the

Hudson River, not on his way to Spain. "It is possible," he mused, "I may have gathered wisdom under the philosophical shades of Sleepy Hollow. . .it is certain that, amidst all the splendors of London and Paris, I find my imagination refuses to take fire. . ."

The situation in Spain

In Madrid, however, things were heating up. The outgoing minister, Aaron Vail, anxious to leave, sent word to Mr. Irving to hurry along. Mr. Vail had arranged for the presentation of credentials on July 27, and Irving, with Mr. Hamilton and Mr. Brevoort in tow, arrived out of breath with but two days to spare. Immediately they faced a dilemma. Mr. Irving's letter of credence was addressed to the now-exiled queen mother, and his instructions directed that it be delivered to the teen-age queen. But the Spanish government asked Mr. Irving to make his presentation to the minister of foreign affairs. Would the American minister insist on

Plaza de Ville, Mr. Irving's residence.



presentation to the queen and then, like the French ambassador, in a calculated insult, leave Spain when his request was refused? Mr. Irving had no stomach for confrontation, and no orders to precipitate it. He bowed to reality, presenting his letter to the minister of foreign affairs. Appreciative of his cooperation, the regent invited him to visit the next day and, within the week, Mr Irving was received by the infanta, Isabella II. Reporting to Secretary Webster, Mr. Irving casually noted that "though my instructions specified the Letter should be delivered to the Queen, my verbal instructions gave me to understand that I might use my discretion." With 2,000 miles of open ocean between Madrid and Washington, and an inevitably tardy pouch, Mr. Irving was on a long leash.

He dipped into discretion again a year later, when General Espartero was ousted following a stormy revolution that had held Madrid in seige for over a week. The new government, peopled by archconservatives and members of the old aristocracy, pressed for recognition. Mr. Irving, though fond of the banished general, had few options. Without awaiting instructions, Mr. Irving extended recognition to the new regent, General Navarre, and his government. Mr. Webster was eventually informed of this fait accompli in a leisurely letter, in which Mr. Irving noted that the minister should "treat always with the government de facto, without inquiry into its political history or origin." (Today's diplomat, deluged with cabled instruction and subjected to transatlantic calls at midnight, might well gaze in envy at such casual days of yore!)

'Easier said in U.S. than done in Spain'

The State Department pressed Mr. Irving to negotiate more liberal terms of trade with Spain while maintaining an open dialogue with the foreign office over French and English designs on Cuba. It was easier said in Washington than done in Spain. The peninsular political pot boiled to overflowing; today's strong man became tomorrow's exile. For all his knowledge of Spanish culture, Mr. Irving couldn't get a handle on the erratic political scene. His problems, not unlike those of his present-day confreres, provoked a bewilderment that forms a consistent theme in private letters and public dispatches. The "cabinet shrouds itself in mystery," he observed testily, while it rushes to increase military expenditures in the face of crippling deficits. This led him to conclude that the Spanish government "has an inscrutable secret of subsisting without money," a cry not without currency in our own time. Even more frustrating to Mr. Irving was the constantly changing cast of political actors. "The late head of the cabinet is in exile," he lamented, "another in prison, a former leader absconded," and though these changes "would be considered too sudden and improbable for drama, in Spain. . .truth outruns fiction." But Washington pestered him for tangible results which, in turn, prompted Mr. Irving's sharpest rejoinder. He pointed out that over the last eight years there had been 42 changes in the war ministry, 25 in Commerce and 19 in Foreign Affairs, or "nearly two and a half per annum." Under these fluctuating circumstances, getting anything done in the way of treaty revision was "like bargaining at the window of a railroad car: before you can get a reply. . .the other party is out of sight."

But time was running out. Mr. Irving's health, never good at best, weakened under the increasing pressure of his work. He suffered from a recurring herpetic irritation that surfaced in severe inflammation of his legs and ankles. Though not dangerous, it was tormenting. It drove him to his armchair, his couch and, finally, to bed for long periods. Rest and recuperation became vital, and Mr. Irving often absented himself from Madrid "to visit some watering place. . .(and) recover my health."

Vexed, too, that he had so long neglected his projected life of Washington, Mr. Irving began to dwell on the comfortable pleasure of Sunnyside. The time was propitious. James Polk had just been sworn in as the 11th President of the United States, and Irving expected notice of his replacement within the month. But the summer and fall of 1845 passed with nary a notice. By December,he could no longer cope with the uncertainty. he sent in his resignation. Even then, his promised replacement, General Romulous Sanders, did not appear in Madrid until July 1846. By September, Mr. Irving was on the high seas bound for the United States. He returned to Sunnyside after a debriefing in Washington and, for the next 13 years, battled his malady and wrote his life of Washington, finishing the fifth and final volume in 1859, the year he died.

An 'EER' for Mr. Irving

Mr. Irving had served his country well. During a troubled and unsettled period, when the United States was still looked upon as an upstart nation, his distinguished presence solidified relations with Spain, thus fulfilling Secretary Webster's purpose in appointing him. But, like many diplomats before and since, Mr. Irving often allowed his deep admiration for the country and its leading figures to dictate his analysis of events. He romanticized the influence and ability of the young Queen Isabella II, was taken in by the wily queen mother, Maria Cristina, and provided too optimistic an assessment of General Espartero's staying power.

On the other hand, his dispatches flow with the grace and color of a literary masterpiece, filled with perceptive detail and acute observation. Shortly before Mr. Irving's death, a distinguished Spaniard suggested that the United States reappoint Mr. Irving to Spain. "Why do you not," he asked, "take as your agent the man whom all Spain admires, venerates and loves? I assure you it would be difficult for our government to refuse anything which Irving should ask." ■

Note: The quotations in the article are taken from the Washington Irving dispatches preserved on microfilm in the U.S. Archives, and from Vol. II of Stanley William's "Life of Washington Irving," Oxford, 1935.

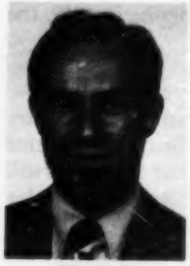
Look at me, Ma—I'm a public affairs officer!

(And it's helping me in my career as a political officer)

BY CHARLES O. CECIL

The author, an FS-2, is assigned to the U.S. embassy at Bamako, Mali, in West Africa.

WHY WOULD a political officer want to work for ICA? That was the question most of my friends asked me when I tried the idea out on them. Of the dozen I asked, only one thought it might be a good idea. Another, warning that it would surely retard my promotion prospects, said: "Among the four cones, political officers are promoted on the most traditional criteria. The further you stray from a conventional political officer's career pattern, the more likely you are to jeopardize your status as a political officer with the selection boards."


Mr. Cecil

Nevertheless, I decided to risk it. I had had a taste of ICA-type work 10 years earlier when, as political officer in Zanzibar, I supervised the U.S. Information Service (USIS) library as an extra duty. There, working under the shadow of the "anti-imperialist" and very insecure government that existed at that time, I learned how useful USIS materials could be in creating reasons to call on government officials. All contacts with Americans were suspect. We and a two-man French consulate constituted the only Western consular presence; the Soviets, Chinese and East Germans had free run of the place. We had to inform the foreign ministry any time we invited Zanzibari citizens to our homes, and they were questioned by the security service afterwards. Even an office call by the consulate political officer often made local officials uneasy. I quickly learned that, if I had a presentation book to give away, or even a map or a photo which might serve some decorative purpose, this would help to put the officials at ease. Perhaps it gave them a way to explain away my call. I had been wanting a fuller exposure to USIS-type work ever since. So, after some discussion with personnel and area officers at State and ICA, I found myself going to Bamako as public affairs officer in August 1980.

From my point of view, there were several good reasons for wanting to work for ICA. I saw the function of public diplomacy, of articulating the American position on issues and seeking to expose as many influential people as possible to these views, as a natural complement to what I had often done before on a one-on-one basis—that is, to try to convince foreign ministry or other officials of the rightness, or at least the logic, of our position. I was attracted, too, by the challenge of trying to get our views into the local press or on national radio. It seemed to me that an exchange assignment with ICA would provide the most relevant out-of-agency experience I could acquire. I wouldn't be doing the kind of reporting I'd grown used to, but I would still be applying my skills as a political analyst, seeking to determine just where our input could be most effective in the host country's decision-making process.

Management responsibility, however, was the big attraction. Public affairs is a small operation in Bamako, but nevertheless it gave me the opportunity to supervise an American officer and six host-country employees. For the first time in my Foreign Service career I had a budget to work with—three budgets in fact. There was the program budget, used for everything from bringing speakers or cultural programs to the country, to buying videotape recorders or books for the library. There was the budget for regular operating expenses, for such things as house rentals, local salaries and locally-acquired supplies. And there was a representation allowance, which was a multiple of several times anything I'd ever had to work with as a political officer. Officers in the consular and administrative cones may be unimpressed by the opportunity to manage large staffs and have the opportunity to plan and carry out large expenditures, but this is a kind of experience most political officers are unable to acquire plying their normal trade.

The idea of having resources to apply to the pursuit of our objectives was a real attraction. There was also my deep-seated belief that, in the long run, keeping our message, our presence, and evidence of our interest before the people of Mali, especially the literate and educated elements, would pay off. Our information, cultural and exchange programs are of fundamental and lasting importance, though in many cases years may pass before we see the fruits publicly expressed. It's obvious that a dramatic change of leadership at the top can suddenly change the political orientation of a country vis-a-vis the United States, but is it not possible that such reorientations can often be sustained only when they find roots in a soil patiently cultivated, in good times and bad, by people spreading the word about U.S. policies, values, institutions and achievements? I would wager that the quiet work of USIS throughout the Nasser era, when relations with the United States were often strained, helped prepare the way for the public support one now finds in Egypt for the close, cooperative relationship with our country. I would also bet that the adoption by Nigeria of a federal-state, constitutional form of government, modeled on our own, is due in no small part to the efforts of ICA through the years in informing Nigerians and exposing them to our system.

I discovered this last spring that the books used for "American civilization" studies in the final year of the Malian secondary school system—a required course taught in English for all lycee students—presented an out-of-date and distorted view of the United States. The two standard texts in use, published in France in 1957 and 1965, and provided by another nation's foreign assistance program, contain an unusually high proportion of selections from American literature which portray the seedy and unsavory aspects of American society. They suggest that politicians are easily bought, that the Mafia is a major force in American society, and that racial discrimination is the order and practice of the day. Small wonder, then, that almost every returning international visitor-grantee I spoke to during my first year in Mali told how surprised he was at the absence of overt racial discrimination and segregation in the United States. A whole generation of lycee graduates, many of whom after further education have risen to important positions in government, has been raised on these misleading and distorted texts. The problem is widespread in Francophone Africa. Bamako is now urging that ICA assist in identifying new, up-to-date, representative materials which can be adopted by local school systems. If we are successful, we have a shot at making a lasting impact on the teaching of American studies in all of Francophone Africa. This opportunity to affect a whole generation's image of America is one any political officer should leap at, and is typical of the opportunities one meets in ICA work.

I was also attracted by the ICA role in stimulating internal debate and intellectual ferment in host countries abroad. This is particularly exciting in the underdeveloped world. Where the local sources of information are more limited, the ICA input is therefore more valuable. ICA materials not only present our view to people—they can prod and stimulate reaction and debate, which is the stuff of which good political and economic reporting is made. At special showings for foreign ministry officials, we used videotapes on Secretary Haig's confirmation hearing, on President Reagan and Vice President Bush, and on the Soviet invasion of Afghanistan to elicit from officials their special concerns over the new administration's foreign policy. Another tape, titled "Supply Side Economics," stimulated a vigorous discussion among a group of Malian economists, several of whom hold important government positions, over the type and pace of economic reform most suitable for Mali as it seeks to encourage the growth of the private sector in an economy long dominated by central government planning. ICA doesn't just talk to people, it gets them to talk to us, and we learn in the process.

The prospect of being involved in actions such as these convinced me that an exchange assignment with ICA would be both challenging and relevant to my profession as a political officer. Underneath it all, I simply wanted to do something different, which at the same time, would expand my understanding of the way our foreign policy is formulated and carried out.

What lessons have I learned from this experience? First, that ICA and the reporting elements of the embassy should work more closely together. There should be a regular, simple but dependable way of informing all embassy officers of materials at their disposal for use in the cultivation of contacts. Though it may have been simply a result of the individuals concerned, in previous embassies where I worked, I was not informed by ICA (or USIS) officers of materials available to help me encourage and stimulate an exchange of views with my host-country contacts. Conversely, I probably didn't go asking often enough, or precisely enough, for materials that would be of special interest. In the future, I'll be better prepared to ask the right kind of questions of my ICA colleagues, and won't hesitate to make suggestions where I think they can help. "We really need a videotape that would help explain the impact of the Sullivan principles on South Africa," is the kind of suggestion a public affairs officer would welcome from a political officer. "I need a pamphlet outlining key civil rights decisions by the Supreme Court," is another. ICA officers in the field are looking for ideas to send back to Washington. We are not using all U.S. Government resources at our disposal if we don't contribute to this process and put ICA to work for us.

Second, that one's time for contacts is a resource to be utilized fully as carefully as dollars and cents, perhaps more so. ICA's distribution and record system is a very useful analytical and management tool, forcing careful analysis both on individual, section, and mission-wide levels about whom one can realistically hope to cultivate. It is a brake which operates (or should) to keep us from spreading ourselves too thin. In Bamako we have applied the system not only to ICA operations, but mission-wide, including the contacts made by the leadership of the AID mission. The picture of our contacts and activities which results can be particularly useful to a deputy chief of mission or an ambassador who is seeking to insure a balanced, coordinated program of reporting and contacts with host-country elements.

Third, I have experienced at first-hand something which I already knew: that ICA officers can perform a real integrative function in the mission, because the scope of their activities is not confined to a single arena, such as the political or economic sphere, but spans these and many others. This exposure comes naturally as ICA employees distribute political, economic, scientific and cultural materials to serious professionals in a wide variety of fields, and interview specialists and responsible officials in many walks of life in connection with grants, exchange programs and a variety of other programs.

As a political officer in previous assignments, I often had to go out seeking information on developments, with little to offer in return, often encountering reticence or suspicion in the process. I have found it a pleasant experience to be on the receiving end, as "cultural counselor," of many more visits by knowledgeable and responsible professionals seeking information on ICA programs than I ever received in my normal incarnation as a political officer. These people are often quite free with their views, the result being that an ICA officer may acquire the deepest and best all-round understanding of local people's attitudes toward the United States and toward their own government's policies.

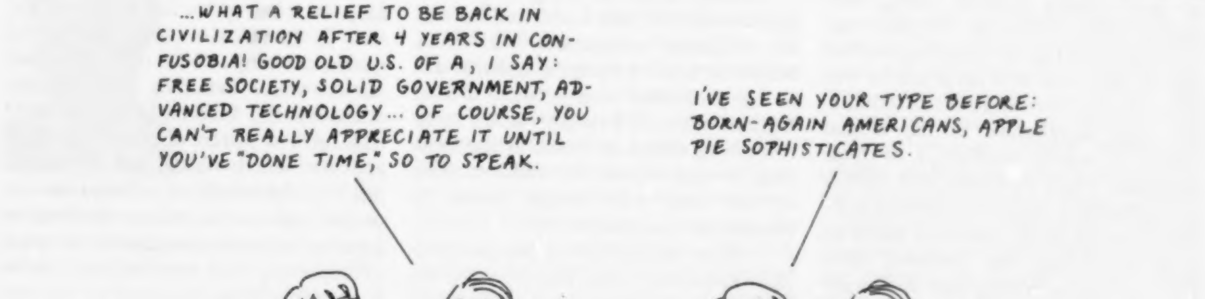
Finally, there have been the lessons of managing people, resources and programs. This is an area where experience is the best teacher. It is said that a disturbing number of political officers are thrust into management positions at the deputy chief of mission level and flounder for lack of previous management experience.

An exchange tour with ICA is one way to fill this gap in a political officer's career pattern.

When this management experience is added to the daily exposure to American and host-country thinking about the important political and economic subjects of the day, it makes an exchange tour with ICA hard to beat. ■

STATEMENTS

By Cathy A. Carlson


...WHAT A RELIEF TO BE BACK IN CIVILIZATION AFTER 4 YEARS IN CONFUSOBIA! GOOD OLD U.S. OF A, I SAY: FREE SOCIETY, SOLID GOVERNMENT, ADVANCED TECHNOLOGY... OF COURSE, YOU CAN'T REALLY APPRECIATE IT UNTIL YOU'VE "DONE TIME," SO TO SPEAK.
I'VE SEEN YOUR TYPE BEFORE: BORN-AGAIN AMERICANS, APPLE PIE SOPHISTICATES.
WELL, YOU DON'T HAVE TO EVANGELIZE ON MY ACCOUNT. I KNOW IT'S A GREAT COUNTRY... NEVER HAD TO LEAVE IT TO LOVE IT.
I MAY BE JUST A PAPER-PUSHING GS EMPLOYEE, BUT I'M **NOT** PROVINCIAL
AND WHAT'S MORE-- A BOW TIE DOESN'T CONNOTE CIVILIZATION AT A GEORGETOWN COCKTAIL PARTY.
CAC

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. *Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.*

Q. AFRICA

We're preparing for an overseas assignment after being in the States for six years. We were amazed when told that we didn't need a smallpox revaccination. Ours have obviously expired. Why the change in policy?

A.

There has been no smallpox in the world for almost five years now. The World Health Organization has declared the world smallpox-free. It no longer requires or recommends vaccination or revaccination. Only two countries presently require a vaccine certificate for entry—Chad and Cambodia. The risk of the vaccine exceeds any possible benefit. I see no need for vaccine for our people assigned anywhere in the world. It is our policy to refuse to administer vaccine even when people request it. A letter of contraindication attached to the yellow immunization card should suffice if a traveler is going to Chad or Cambodia.

Q. EUROPE

Is cancer of the prostate common?

A.

This is one of the major causes of cancer deaths in men. Many of these cancers, particularly those identified late in life, are slow-growing, and usually don't spread or lead to death. The key factor in prostate cancer is early detection through annual rectal exams for all men who reach age 50. When prostate cancers are picked up early, the cancer is frequently localized and has not spread to adjacent areas; response to treatment is usually quite good. On the horizon is the possibility of a simple blood test to detect cancer of the prostate. For the present, however, since most prostate cancers occur in the back part of the gland, they can easily be detected by digital rectal examination, performed as part of routine physical examinations.

Q. EUROPE

Is a CVA the same as a stroke?

A.

A CVA (cerebrovascular accident) *is* the same as a stroke. This is when the blood supply to the brain has been interferred with in some way, through blockage of an artery, formation of a clot, a wandering blood clot, bursting of a diseased artery, etc. Many fatal strokes can be prevented if high blood pressure, a leading cause of stroke, is diagnosed and controlled. Many major strokes are preceded by "little strokes," or warning signals, experienced days, weeks, or months before the severe event. Prompt medical or surgical attention to these early symptoms may prevent a disabling stroke. These symptoms are (1) sudden, temporary weakness or numbness of the face, arm and leg on one side of the body; (2) temporary loss of speech, or trouble in speaking or understanding speech; (3) temporary dimness or loss of vision, particularly in one eye; (4) unexplained dizziness, unsteadiness, or sudden falls.

Q. ASIA

How can you tell if a child is hyperactive? Just what is this condition?

A.

As to how you can tell, you'll know if you live with him. I say "him" because Attention Deficit Disorder with Hyperactivity (the medical term) is 10 times more frequent in boys than girls. Sometimes you see it as early as 3 years old, but more often it doesn't show up vividly until school is encountered. Even though, at home, you've noticed excessive wiggling around in sleep, or off the chair you put him in, that he's always on the go, that his "motor" never stops—it's not until he calls out in class, or won't take turns, or doesn't finish what the teacher tells him to do, or can't concentrate, that hyperactivity really becomes obvious. The hyperactive child can follow one of three characteristic courses. In the first, all of the symptoms persist into adolescence or adult life. In the second, the disorder is self-limited, and the symptoms disappear completely at puberty. In the third, the hyperactivity disappears, but the attention difficulties and impulsivity persist into adolescence or adult life. The disorder is common. In the United States it may occur in as many as 3% of preadolescent children. Let me make a suggestion: Get some professional help before you're tuckered out!

Q. ASIA

In our travels overseas we've frequently encountered an over-the-counter mosquito repellent called "Fumakilla" or "Vapemat." It's an insecticide tablet which is placed on a hot plate-like device; ingredients of the tablet are released by heat when the device is plugged into an electrical outlet. Apparently, the tablet is good for up to eight hours and prevents insects from entering a normal-size room. Do you know whether the item is safe to use?

A.

The active ingredient in the "Fumakilla" tablet is a synthetic form of pyrethrum which is considered to be one of the least toxic insecticides. The U.S. Environmental Protection Agency has registered various pyrethrum tablet vaporizing devices, and considers them acceptable for their intended use. Providing the instructions are carefully followed, yes, this item is considered safe to use. But if young children are in the household, extra care should be taken—to prevent accidental burns, or poisoning if the tablet is ingested.

Q. WASHINGTON

I'm of the impression that "braces" are the thing to do. From an objective dental viewpoint, what are the true indications for braces—other than for esthetic reasons and/or results?

A.

Orthodontic appliances, or "braces," are indicated for cases of malocclusion—those cases where the upper and lower teeth do not mesh in the normal, or acceptable, manner. Malocclusion can and does cause abnormal breathing and speaking. It results in inadequate mastication of food. Since the digestive process begins with intake of food into one's mouth, and proper chewing of it by the teeth, it should be evident that problems can arise if the food is not properly prepared for its passage to the stomach. Esthetic or cosmetic reasons, however, dominate the selection of cases for braces. The quite remarkable psychological lift given to patients by correction of unsightly-positioned teeth should never be underestimated. But for the foreseeable future, orthodontics is not and will not be covered by State's Health Care Program. □

Dr. Korcak's health hints

Tips on taking your high blood pressure medication

Taking medication is very important in controlling your pressure. But many people find they have difficulty sticking with their drug regimen.

—Mary E. wants to take her medication four times a day, as the doctor prescribed. But with her hectic work schedule and family demands, she sometimes forgets to take the right pill at the right time. She also forgets to renew her prescriptions before they run out.

—Jim R. feels good because he thinks he's following the medication plan his doctor gave him. But the truth is, Jim isn't taking all his medicine often enough. He isn't forgetting it; he just doesn't understand what each pill is for, and how often to take it. He's also taking a nonprescription decongestant that's interfering with his high blood pressure pills.

—Jack S. has been following the doctor's prescription, and his blood pressure is returning to normal. But he becomes annoyed by the minor side effects, and he stops his medication. The side effects go away and he feels fine. But his pressure once again starts to climb.

—Susan V. has five children, and her husband is out of work. She wants to take the medicines the doctor prescribes, but she can't afford them. And she doesn't want her husband to worry about the medical bills.

The following suggestions can help make it easier to take your medication every day.

—Associate taking pills with your routine activities. Many patients take their medication when they brush their teeth, when they shave, when they eat breakfast, or at some other times which are a part of their regular daily life. Others mark a medication calendar, or keep their pills in a place they can't miss. You can make the same kind of associations to remember prescription refills. Remind yourself, when you pay a certain bill each month, or go to the pharmacy the same day every month, such as the first or last day.

—Make sure the doctor's explanation of how often and when to take medicine is clear. Go over it with her or him. Write it down if necessary. Don't be afraid to ask questions, or to check the plan with the doctor if there's any uncertainty. Check with the doctor, nurse or pharmacist before taking any other medicines. Many medications, like Jim R.'s decongestant, stop high blood pressure drugs from working the way they should.

—Never stop taking medication without talking to the doctor. If side effects are a problem, let the doctor know. In almost all cases, a change in dosage or medication can take care of it. Sometimes, something as simple as getting up slowly can stop the kind of dizziness Jack S. felt when he rose too quickly. In cases where minor side effects can't be eliminated, decide what's most important to you. A longer, healthier life is worth learning to live with some side effects.

—If finances are a problem, let your doctor know. Get advice on sources of assistance in your community. Work with family members to fit high blood pressure treatment into the budget. Your health is a very high priority.

Patients who take an active part in their own treatment can find solutions for therapy problems. Doctors, nurses and other professionals will help. But the patient has the responsibility to make blood pressure control a reality. The patient is the most important member of the health care team. □

Alcohol Awareness Program

'I drank for joy and became miserable'

The following was submitted to the magazine by the Office of Medical Services:

"How come you don't drink any more?" an acquaintance asked the other day.

"Anymore than whom?"

"I mean any longer. How come you don't drink anything these days?"

"Drink? I drink. . .coffee, milk, tea, soda pop, water, fruit juices, ice cream frappes. . ."

"I mean drink," he said, "you know, booze."

"Oh, booze. No I don't drink booze anymore, you're right," I said. "I couldn't trust it anymore. It turned on me. It was my friend, it became my enemy."

"Maybe you got a bad batch," he said.

"No, the sauce is the same. *I* changed. I have the illness of alcoholism; my tolerance weakened. Alcoholism doesn't come in bottles, it comes in people."

"Sounds pretty confusing," the fellow said.

"You think *you're* confused," I said. "You should have seen me. I drank for happiness and became unhappy; I drank for joy and became miserable; I drank to be outgoing and became self-centered; I drank for sociability and I became argumentative and lonely. . .

"I drank for sophistication, and became crude and obnoxious; I drank for friendship and made enemies; I drank to soften sorrow and wallowed in self-pity; I drank for sleep and awakened without rest. . .

"I drank for strength and felt weak; I drank medicinally and got sick; I drank because I thought my job called for it and lost my job. . .

"I drank for relaxation and got the shakes; I drank for confidence and became uncertain; I drank for courage and became afraid; I drank for assurance and became doubtful. . .

"I drank to stimulate thought and blacked out; I drank to make conversation and tied my tongue; I drank for warmth and lost my cool; I drank for coolness and lost my warmth. . .

"I drank to feel heavenly and came to know hell; I drank to forget and became haunted; I drank for freedom and became a slave; I drank for power and became powerless; I drank to erase problems and saw them multiply; I drank to cope with life and invited death. . . .or worse. . .

"I drank because I had the right and everything turned out wrong."

"Gosh," my friend exclaimed, "that must have taken a bunch of booze to get you in that shape."

"Just one," I told him. "The first one. For me, one's too many and a thousand's not enough."

"So that's why you don't drink anymore?"

"Yep, I made it a rule, I don't drink while I'm sober."

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically-confidential basis. There will be no record of this matter in your personnel file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

PORT OF SPAIN, Trinidad and Tobago—Consular staff members receive Meritorious Honor Awards. Front, from left: *Barbara Maloney, Ethelda Nunes, Constance Rush, Allison Samuel, Jo Ann Robinson.* Rear: Ambassador *Irving Cheslaw, Jasmine Allum, Deborah Deane, Angeli Blood.*

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Dec.*	*Jan.*	*Feb.*	*Length of course*
Administrative training				
Administrative CORE	—	4	1	3 weeks
General Services Operations	28	25	22	3 weeks
Budget and Financial Management	—	25	22	6 weeks
Coping with Violence Abroad	14	*	*	2 days
*Dates to be announced				
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	—	22	3 weeks
Executive development				
Executive Performance Seminar	—	10	—	5 days
Supervisory Studies Seminar	—	—	7	5 days
Executive EEO Seminar	—	26	—	1 day
Political training				
Foreign Affairs Interdepartmental Seminar	—	11	—	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	—	6	—	6½ weeks
Orientation Program for Foreign Service Personnel	—	11	—	5 days
The Departmental Officer Orientation Program	—	11	—	2 days
Foreign Service Secretarial Training	—	11	8	5 days
Departmental Clerical Orientation	—	18	15	4½ days
Overseas Briefing Center				
Two-Week Family Workshop	—	11	—	2 weeks
English Teaching Seminar	—	—	8	1 week
Going Overseas	—	—	6, 17	1 day
Clerical workshops				
*The Art of Dictation Workshop	—	—	26	4 hours
*The Art of Machine Transcription Workshop	—	—	26	4 hours
*OCR Workshop	—	—	22	4 hours
*Self-paced, instructor monitored				
Secretarial skills				
Intermediate Stenography	—	5	—	9 weeks
Workshop for Speed and Accuracy (formerly Intermediate Typing)	—	4	—	4 weeks
Communication skills				
How to Communicate by Letter and Memo	—	—	22	10 days
Speech and Oral Communication	—	12	—	6 weeks
Courses for managers				
Advanced Writing for Senior Managers (formerly Effective Writing in International Affairs)	—	—	1	22 hours

Area studies and language training

Area studies				
Africa, Sub-Sahara	7	25	22	2 weeks
Western Europe	7	25	22	2 weeks
East Asia	—	25	—	2 weeks
Eastern Europe and USSR	—	25	—	2 weeks

—*(Continued on next page)*

Property management courses being offered

The General Services Administration's training centers in Arlington, Va., and in 10 other cities are offering courses in procurement, supply, property management, records and information management, travel, transportation, and space utilization and management. The property management course includes segments on Government property administration, recordkeeping and procedures, personal property inventory and accounting, and property management for custodial officers.

Department employees who wish to enroll in any of the courses should phone the training center, (703) 557-0986. Most of the training is to be in the agency's regional headquarters cities, but instructors will travel to any location in the United States or abroad to provide instruction for agencies planning to enroll 20 or more employees. Copies of the "Calendar of Interagency Courses," which describes the classes and lists the dates through late September 1982, may be obtained by writing to the General Services Administration, GSA Training Center (HDA), Washington, D.C. 20406. □

Candidates being sought for executive training

The Department is seeking nominations of candidates to attend seminars on executive leadership and management development, to be held at federal training centers in Charlottesville, Va., Kings Point, N.Y., and Oak Ridge, Tenn. The intensive, two- and three-week courses will be given at various times through next September. The courses are:

- Executive leadership and management program, at the Federal Executive Institute, Charlottesville, for employees who at the GS-15 level, and others who hold "significant" managerial positions or who have demonstrated executive potential; new members of the Senior Executive Service; new incumbents of other top managerial positions in the Department; and Foreign Service officers in Class 1, and above. The sessions will be held January 11-29, February 8-26, July 12-30 and September 7-24.

- Executive development seminar, Kings Point. For candidates for the Senior Executive Service; GS-15s; and Foreign Service officers in Class 1. The courses will be given on March 14-26, March 28-April 9, June 6-18, and September 12-24.
- Management development seminar, Kings Point and Oak Ridge. For GS-13s and 14s and Foreign Service officers in Class 2, who "preferably" have received some formal training in management. At Kings Point: November 8-20, January 31-February 12, February 14-26, April 11-23, May 9-21. At Oak Ridge: November 29-December 11, January 3-15, March 14-26, May 9-21, July 18-30, September 6-17.

Information may be obtained from the Foreign Service Institute's Extension Studies Program, 235-8764, or from the Bureau of Personnel's Office of Civil Service Development and Assignments, Ext. 22509. □

—(Continued from preceding page)

Program	*Dec.*	*Jan.*	*Feb.*	*Length of course*
Latin America	7	25	22	2 weeks
Near East and North Africa	7	25	22	2 weeks
South Asia	—	25	—	2 weeks
Southeast Asia	—	25	—	2 weeks
Language and advanced area courses				
Afrikaans	—	—	8	24 weeks
Arabic (Eastern)	—	—	8	24 weeks
Arabic, Modern Standard (Advanced in Tunis)	—	—	8	12/15 months
Bengali	—	—	8	24 weeks
Chinese (Standard)	—	—	8	24 weeks
Danish	—	—	8	24 weeks
Dari (Afghan Persian)	—	—	8	24 weeks
Dutch	—	—	8	24 weeks
French	14	11	8	20 weeks
German	—	—	8	20 weeks
Greek	—	—	8	24 weeks
Indonesian	—	—	8	32 weeks
Italian	—	—	8	20 weeks
Japanese	—	—	8	24 weeks
Japanese (Advanced in Yokohama)	—	—	8	12/15 months
Norwegian	—	—	8	24 weeks
Philipino	—	—	8	24 weeks
Polish	—	—	8	24 weeks
Portuguese	—	—	8	24 weeks
Romanian	—	—	8	24 weeks
Russian	—	—	8	24 weeks
Serbo-Croatian	—	—	8	24 weeks
Spanish	14	11	8	20 weeks
Swahili	—	—	8	24 weeks
Swedish	—	—	8	24 weeks
Thai	—	—	8	24 weeks
Turkish	—	—	8	24 weeks
Urdu	—	—	8	24 weeks
Familiarization and short-term (FAST) courses				
Arabic, Peninsula (Hijazi and Gulf)	—	11	—	6 weeks
Arabic, Egyptian and Levantine	—	—	22	6 weeks
Chinese	—	—	8	6 weeks
French (Metrop.)	14	11	8	10 weeks
French (Sub-Sah.)	14	11	8	10 weeks
German	—	—	8	10 weeks
Italian	—	—	8	10 weeks
Portuguese (L.A.)	—	—	8	10 weeks
Portuguese (Eur.)	—	—	8	10 weeks
Russian	—	4	—	6 weeks
Spanish (Eur.)	14	11	8	10 weeks
Spanish (L.A.)	14	11	8	10 weeks
Early morning language classes				
Chinese (Standard)	—	—	22	17 weeks
French	—	—	22	17 weeks
German	—	—	22	17 weeks
Italian	—	—	22	17 weeks
Portuguese	—	—	22	17 weeks
Russian	—	—	22	17 weeks
Spanish	—	—	22	17 weeks □

'The Art of Dictation'

Two four-hour workshops on dictation and machine transcription are being offered by the Foreign Service Institute on November 20. "The Art of Dictation," from 9 a.m. to 1 p.m., is designed for managers. "The Art of Machine Transcription," from noon to 4 p.m., is for transcribers. For information, call the Communications and Clerical Skills Division, 235-9404, or your bureau training officer. □

5 State employees win fellowships

Four State employees—Marianne Albertson Spiegel, James Joseph Carragher, Craig Gordon Dunkerley and Stephen Ray Grummon—have been awarded international affairs fellowships by the Council on Foreign Relations in New York. The grants are for the academic year 1981-82. A fifth employee, Richard E. Feinberg, who won a fellowship last year, received a second fellowship to continue his studies in the coming year.

The awards, open to men and women between the ages of 27 and 35, permit the winners to "broaden their expertise in the field of international affairs" through study and research. The fellowships are funded by the National Endowment for the Humanities, the Ford Foundation, the Andrew W. Mellon Foundation and the Rockefeller Brothers Fund.

Ms. Spiegel, a graduate of Swarthmore and Johns Hopkins School of Advanced International Studies, became a member of State's Policy Planning Staff in 1977. She had responsibility for policy analysis and recommendations on southern Africa and Zaire, including Zimbabwe and Namibia negotiations and U.S. policy toward South Africa. She won the Department's Superior Honor Award in 1979, and an outstanding performance award in 1980.

Mr. Carragher received a bachelor's in political science from the University of California in Berkeley, and a master's in creative writing from that university in Irvine. He joined the Department in 1975 and has held assignments in the Dominican Republic and South Africa. He won the Department's Meritorious Honor Award in 1980.

Mr. Dunkerley, who received a bachelor's in modern history from Amherst and a master's in international affairs from the Fletcher School of Law and Diplomacy, joined the Foreign Service in 1971. He has held assignments as political-military officer at the consulate general in DaNang, South Vietnam; staff assistant to the assistant secretary for East Asian and Pacific affairs; desk officer for Japan; and external political officer at the embassy in Tokyo. Before his selection as a fellow, Mr. Dunkerley was the principal officer at the consulate in Fukuoka, Japan. He has won the Department's Unit Superior Honor Award, the Meritorious Honor Award and the certificate of proficiency in Japanese. He also has been awarded the Vietnam Service Medal.

Mr. Grummon received a bachelor's in history from Cornell, and a master's from Johns Hopkins School of Advanced International Studies. He joined the Department in 1978 and has served as an analyst on Iran. Mr. Grummon received State's Meritorious Honor Award in 1980 for "accurate and timely analysis of trends and events in Iran during the hostage crisis."

Mr. Feinberg holds a bachelor's in modern European history, from Brown. He later attended the University of London, then received a doctorate in economics from Stanford. From 1977 to 1980 he was a member of the Policy Planning Staff, where he was an adviser on Latin American and international financial matters. He received an outstanding performance award in 1979. □

Foreign Service teens get scholastic awards

The American Foreign Service Association, in cooperation with the Association of American Foreign Service Women, has awarded 45 scholarships to college undergraduates, and 22 merit awards to recent high school graduates, for the academic year 1981-82. The college grants range from $200 to $2,000 each; the merit awards are $500 each. All the winners are dependents of Foreign Service personnel who have served or are serving abroad. Recipients of the scholarships are:

Marit Anderson, Rolf R. Anderson, Michael C. Apel, Mark E. Brogley, Virginia M. Brogley, Barbara F. Brown, Tamara E. Brown, Peter H. Carwell, Marina S. D'Angelo, Mauro G. D'Angelo, Michael S. Dropik, Sharon Dropik, Paul S. Dwyer Jr., Elizabeth C. Fergusson, Melissa J. Garza, Christine L. Grant, Elizabeth E. Hayden, Kenneth Hewes-Manapol, Stephen A. Hubler, David Jefferson, Paul Jefferson, Motaki R. Lippe, Andrea Martin, Diana Martin, James McClure, Cynthia McIntyre, Phalika Ngin, Abebayehu Novick, Emily F. Peek, Patricia A. Pogue, John R. Pogue, Jeanne-Marie Pogue, William F. Pogue, Kai J. Reinertson, Krag C. Reinertson, Thomas M. Scanlon, Harrison B. Sherwood Jr., Nora Sherwood, Susan C. Sigda, Jennifer Wellde, Philip Wellde, David F. Wills, Matthew P. Wills, Eric L. Woods.

The 22 high school winners were picked for their "excellent scholastic records and extracurricular achievements." Sixteen are from State, four from AID and two from ICA. State's winners are:

Michael J. Abramowitz, Ruth E. Baker, Dina P. Barbis, Joan C. Becker, Marc A. Cohen, Landreth M. Harrison, Christopher T. Landau, Sheri G. Lyman, Joan Midthun, Kathleen K. Olson, Scott M. Sipprelle, Marie J. Sullivan, Elizabeth B. Teare, Margo True, Katherine E. Watkins, John S. Willems.

In addition, the association named 19 high school students for "honorable mention" awards. Nine are dependents of State's Foreign Service personnel. State winners of these awards are:

John R. Barry, Derrick C. Fennell, Ann L. Hoganson, Paul Y. Kiyonaga, Ian N. McIlvaine, Phalika C. Ngin, George J. Sampas, Elizabeth M. Squire, Rebecca K. Wadja.

Funds for the scholarships and merit awards came from the annual Bookfair and donations. Four panels of volunteers, headed by Ambassador (Ret.) H. G. Torbert Jr., chairman of the committee on education, reviewed the applications. The $500 merit awards were given in honor of Lesley Dorman, past president of the Association of American Foreign Service Women.

Deadline for the 1982-83 awards is February 15. Students who wish to apply for either the financial aid grants or the merit awards, or both, should write to Dawn Cuthell, scholarship program administrator, American Foreign Service Association, 2101 E Street N.W., Washington, D.C. 20037. Membership in the association is not required. □

Advisory panel to discuss historical documentation

The Advisory Committee on Historical Diplomatic Documentation will meet on November 13 at 9 a.m. in Room 1105 of the Department. The committee advises the Bureau of Public Affairs, Office of the Historian, on preparation of the "Foreign Relations of the United States" volumes, especially on declassification of official records.

Persons wishing to attend the meeting should come before 9 to the Diplomatic Entrance of the Department, 22nd and C Streets N.W. They will be escorted to Room 1105 and, at the conclusion of the open portion of the meeting, back to the entrance. Questions concerning the meeting should be directed to William Z. Slany, acting executive secretary of the committee, telephone (202) 632-8766. ■

American Diplomacy 1781

Beggar-at-large

November 1781

By Jan K. Herman

By the opening of the month, the Yorktown euphoria had not yet worn off. There are daily parades in Philadelphia and elsewhere. On the 3rd, the superintendent of finance, Robert Morris, attends a religious service with a group of French diplomats, and then watches American troops conduct captured trophies of war through the streets of the rebel capital.

In the Chesapeake, Admiral De Grasse, his job accomplished, and having little desire for another scrap with the British navy, sets sail for the West Indies.

General Washington dispatches most of his troops north to reinforce West Point and, again finding himself short of supplies and bereft of seapower, abandons his hope of driving the British from Charleston.

Robert Morris writes French minister Luzerne on the 3rd, thanking France for her military and financial support and reminding him that "the moneys which he may be disposed to advance to the United States are neither lost nor thrown away. The subjects of France will for ages derive benefits from a commercial connection with this country. . ." The nearly depleted French treasury is a source Morris would like to tap still further.

On the 5th, Maryland congressional representative John Hanson is elected "President of the United States in Congress Assembled," as the delegates begin again to focus on domestic affairs.

In France, Benjamin Franklin has not heard from home since July and is becoming more depressed. He occupies much of his time, as he has for years, settling disputes arising from the disposition of prizes brought into French ports by American privateers, a task he finds overly taxing and distasteful. Moreover, he is tired of playing the role of beggar-at-large. "I trust it will be remembered that the best friends may be overburthened, that by too frequent, too large, and too importunate demands . . .the most cordial friendship may be wearied. . . ."

In Amsterdam, John Adams is similarly discouraged. Months of fruitless negotiations have convinced him that the Dutch political system is no system at all. "They talk much and deliberate long, but execute nothing." All this translates into nonrecognition of the American republic and no forthcoming monetary assistance.

The mounting despair ends dramatically at 11 p.m. on the 19th, exactly one month after Yorktown. Vergennes, upon hearing the news, pens a short note to the American minister. Franklin is ecstatic, and stays up all night copying the document on his own press for distribution to his friends and associates.

On the 26th, he writes Adams: "Most heartily do I congratulate you on the glorious news. The infant Hercules in his cradle has now strangled his second serpent* [the first was Burgoyne at Saratoga]. . .It is. . .[a]. . . singular circumstance that an expedition so complex, formed of different nations. . .and that the army which was their object should. . .have the goodness to quit a situation from whence it might have escaped, and place itself in another whence escape was impossible."

John Adams, writing to John Jay in turn, perceives that Yorktown is by no means the magic key to total victory. "Some are of the opinion that [Cornwallis' surrender] will produce a congress at Vienna, but I can not be of that sentiment. The English must have many more humiliations before they will agree to meet us upon equal terms, or upon any terms that we can approve."

(One of a series)

Franklin is of the same opinion. He sees the stubborn Tory government in London as not learning anything from the misfortunes of its armies "at least while the present ministry continues, or rather while the madman. . .has the [present] choice of ministers."

As expected, those ministers and England respond to the news from America with shock. On the 25th, a British packet brings home a current French newspaper. Most citizens are stunned, but not nearly so much as the prime minister, Lord North, who, when brought the dreadful news, recoils as though pierced by a bullet. "Oh God! It is all over," he cries. ■

---

*Franklin thereafter had a medal struck depicting the victories at Saratoga and Yorktown represented by the infant Hercules strangling two serpents in his cradle, as France, represented by Minerva, vanquished the British lion.

Diplo-Crostic No. 12

BY CAROL BECKER

Department of State Historical Office

DIRECTIONS

To solve this puzzle, write the *words* that you can guess from the *definitions* in the numbered blanks provided, and then transfer the letters to the corresponding numbered squares in the diagram. Working back and forth, a quotation will appear in the diagram reading from left to right. When all the *words* have been filled in, the author and title of the book from which the quote was taken will appear as the first letter of each *word* reading down. The solution will be published in next month's STATE magazine. (Ms. Becker's "Diplo-Crostic No. 11" appeared in the August/September issue; the solution was in the October STATE.)

1O	2T	■	3E	4W	■	5H	6Y	7R	■	8E	9W	10U	11D	■	12O	13M	14X	15A	■
16W	17S	18E	■	19L	20Q	21U	22O	23B	24X	25W	■	26T	27L	■	28N	29W	30G	31D	32Y
■	33H	■	34I	35R	36F	37U	38G	39T	40W	41H	■	42B	43C	44F	45T	46J	■	47A	48V
■	49E	50U	51L	52V	53D	■	54I	55M	56G	57R	■	58Q	■	59S	60A	61L	■	62A	63G
64B	65H	66X	■	67G	68X	■	69N	70X	71O	72E	■	73J	74P	75S	■	76Y	77E	78A	■
79C	80J	81Y	82N	83K	■	84F	85D	86R	87H	88I	■	89E	90P	■	91S	92D	93A	94B	95Y
96M	■	97J	98V	99P	■	100N	101D	102T	103O	104X	105Q	106K	107C	108E	109M	110V	■	111F	112U
113V	■	114B	115Q	116K	117W	118I	119S	120N	■	121C	122K	123J	124U	125I	126Q	127V	128H	■	129S
130M	■	131V	132D	133L	■	134K	135O	136H	137M	■	138S	139M	140A	■	141U	142A	143D	144Y	■
145N	146D	147S	148I	149H	150L	151W	■	152E	153O	154H	■	155X	156L	157A	■	158J	159U	160C	161S
■	162E	163D	164G	165B	166T	167N	168W	169P	■	170Q	171V	172B	173E	■	174U	175G	176S	177K	178J
179T	180L	181V	■	182G	183U	184V	185O	186Q	187I	■	188R	189M	190H	■	191K	192M	193F	194Y	195D
■	196T	197A	■	198J	199U	200C	201G	202W	203F	204N	205T	206R	207I	■	208U	209H	210B	211O	212E
213A	214V	215J	216G	217Q	218K	219Y	220P	221M	■	■	■	■	■	■	■	■	■	■	■

DEFINITIONS	WORDS
A. "I call upon you to join us in a journey to the ______" (JFK)	93 60 62 197 140 142 213 15 47 78 157
B. It lasted from 1839 to 1842	165 114 94 23 210 42 172 64
C. "I will ______ all heroism from an American point of view (Whitman)	160 200 121 43 79 107
D. I don't believe in God because I don't belive in ______" (Clarence Darrow)	101 146 31 132 11 143 92 85 163 53 195
E. The quality of being true or valid	152 212 89 77 18 173 8 3 162 108 49 72
F. "In the ______ seas that part the French and English" (*Merchant of Venice*, Act II, Scene 8)	193 111 203 44 36 84
G. He went on to India in 1786	201 63 30 175 182 216 56 164 67 38
H. "Having picked up several ______ of free thoughts" (Byron)	209 87 41 149 33 5 154 190 136 65 128
I. Greasy; oily	148 187 207 34 125 54 118 88
J. Showing part for part in a diagram	46 123 178 198 158 73 97 80 215
K. One who mimics	218 134 122 177 106 83 116 191
L. Orwellian language	180 150 61 27 19 133 156 51

DEFINITIONS	WORDS
M. Scene of Civil War battles in 1862 and 1864	221 13 96 55 139 130 137 109 192 189
N. Having a slight tinge of gray	204 145 167 28 82 100 69 120
O. From dusk to dawn	153 135 103 185 12 22 1 211 71
P. Person who keeps to himself	169 90 220 99 74
Q. An agent of pain or tension	20 115 126 186 217 58 105 170
R. "Abishai, the brother of Joab, was chief of the ______"(1 *Chron* 20)	188 35 206 86 7 57
S. "Washington is a city of Southern ______ and Northern charm" (Schlesinger)	75 138 59 129 119 91 161 17 147 176
T. Emission; divergence	166 102 45 179 39 2 26 196 205
U. "Thus is the problem of rich and poor to be solved; the law of ______ will be left free." (Andrew Carnegie)	174 208 21 10 141 37 199 50 124 183 159 112
V. He must line up within two yards of the offensive tackle (3 words)	184 98 127 131 214 181 171 48 52 110 113
W. "My ear has heard and ______ it" (Job, 13, 1)	168 40 117 25 9 4 202 16 29 151
X. Disreputable; vulgar	24 14 68 155 104 66 70
Y. What embryo birds use to hasten hatching	144 194 81 76 219 6 95 32

—(Continued from Page 1)

increased psychological security, which in turn makes employees more effective. Analysis has shown that culture shock and language problems occupy the first year of any tour. Thus, an 18- or 24-month tour gives an employee only 6 to 12 months to be at psychological ease and to reach full productivity. In a four-year tour, there would be time to fully explore the local culture and make friends with local people; children would not be torn from budding friendships; wives would have a chance to make each country "home," instead of just a place to store HHE between shipments.

"What about lousy posts?" you ask. "Would it be fair to force employees to stay 48 months in a hellhole?"

My answer is: Don't we have to admit that attitude is all-important in adapting to a new environment? Paris can be "the pits" to some, while others will rave about the beautiful weather in Sanaa. A negative attitude is only increased by knowing you'll leave a post in two years. (Indeed, sometimes the agony of moving is what causes the negative attitude.) On the other hand, being psychologically prepared to spend four, six or eight years in one post brings out the "can do" determination in each of us.

As an employee, wife *and* mother, I say: "Let's have longer tours.' "

Sincerely,
MARY J. KOSHELEFF
Foreign Service Institute □

'Will call'—but when?

NEW YORK

DEAR SIR:

I would be interested to know whether other State passport agencies are having problems such as we in New York are having with will-call pickup. Many people order passports. The big pickup day comes, and no one shows up. A month, even an hour later, comes the request: "Please mail." I would say that in excess of 1,500 will-calls per year are mailed.

It is my opinion that we could save the Department lots of aggravation and time if a substantial penalty of, say, $50 were to be imposed on each applicant who did *not* pick up his or her passport.

Sincerely,
HOWARD SOLOMON □

Objection

WASHINGTON

DEAR SIR:

I did not appreciate what was said about my nails (STATE, October, Page 7). The article was written about my sister Joann Rice's nails. I do not think STATE magazine should compare or even judge the importance of nails. You wrote that my nails are not worth noting, well I feel that they are and that statement was embarrassing. My sister has an image to keep up at the State Department and I myself do not have to be in the limelight to let my light shine.

ETHELEEN RICE
Bureau of Intelligence and Research

Ms. Rice's point is well-taken. The editor had not intended to embarass her, and he regrets that he did. □

'Let it all hang out'

The new name of the post newsletter at Embassy Copenhagen is "The CLO's Line," subtitled "Let It All Hang Out." CLO stands for Community Liaison Office, which puts out the publication. It was Candace Stewart who submitted the winning name in a contest. Runner-up was Anne Lorimer, whose suggestion for a masthead was: "In the State of Denmark."

WANTED

Hey, we need you!

STATE magazine has immediate openings for:

Guest cartoonists—
To try their hand at drawing an editorial cartoon or a humorous cartoon . . .

Poets—
To capture the milieu of our posts around the world; to bathe us in the imagery of life in the Foreign Service—which includes, of course, the bureaucracy in Washington . . .

Photographers—
To help us depict graphically what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—
Of serious essays, light essays, articles about Department operations, stories on the people at State . . .

These STATE "jobs"

PAY NOTHING

(but you do get a byline)

Send contributions or queries to:
Room 4515
Department of State
Washington, D.C. 20520

(We are an Equal Opportunity Employer)

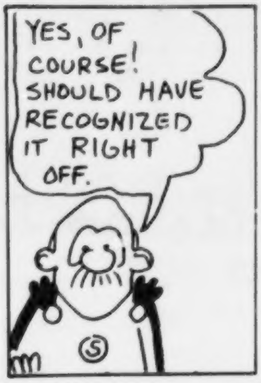
Applause for Supercrat

SINAI FIELD MISSION

DEAR SIR:

The August/September episode of "Supercrat" was great! It reminded me of a recent inspection. Even Supercrat, however, should know by now that we are no longer "C&R," but rather the "CPU" (Communications Programs Unit).

Sincerely,
ROGER N. COHEN
Communications program officer ■


YES, OF COURSE! SHOULD HAVE RECOGNIZED IT RIGHT OFF.
S

Post of the Month: OECD, Paris

THE UNITED STATES is a founding member and one of 24 nations that belongs to the Organization for Economic Cooperation and Development (OECD). The U.S. mission to the organization is one of three U.S. embassies in Paris. Our people there are depicted as part of STATE's continuing photo series. The pictures are by ICA photographer *André Chaptel.*

Outside Chateau de la Muette, the mission's headquarters, are investment adviser *Lynne Lambert* and industry/labor adviser *John Pitts.*

METROPOLITAIN

Secretaries *Georgette Garner,* left, and *Barbara Loper* at the metro entrance.

***Stephen Ecton,* science officer for energy research and development, with *Florence Boyer de Bouillane,* a French instructor, at the mission coffee bar.**

ISINE
les no
En plein na
minu

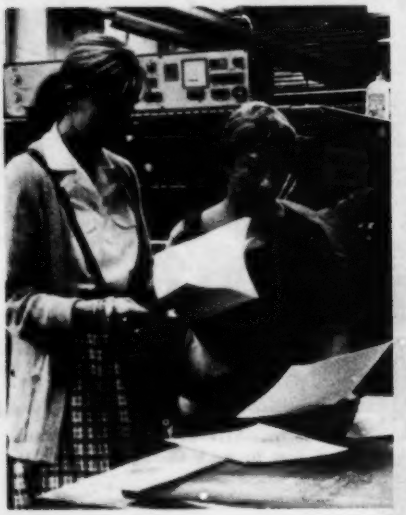
Assistant librarian *Colette Mauget* selects newspapers for the library from the mission's international newsstand.

Ambassador *Abraham Katz*, right, with secretary general *Emile van Lennep* at Charles de Gaulle Airport.

Bienvenue à Paris

Jim Roberts, AID development assistant adviser, jogs to work through the Bois de Boulogne.

John Moran, far right, with fellow energy advisers, from left, *Patrick Malloy*, Department of Justice; *John Ferriter*, State; *Thomas Newkirk*, Department of Energy; and *Jeffrey Schott*, Treasury.



Librarians *Veronique Bornet*, left, and *Colette Mauget* in the print shop.

Acting deputy chief of mission *Robert G. Pelikan*, left, with finance adviser *Robert Blake*, outside the main conference rooms.

At press briefing, from left: *Marc Leland* of Treasury, counselor for economic and social affairs *Paul Stahnke*, and industry/labor adviser *John Pitts*.

Word processor instructor *Sheryl Pavin*, left, with national employee *Gabrielle Hauser*. ■

Personnel: Civil Service

Promotions

GG-7

Scrosia Jr., Jerry T., U.S. Mission to the United Nations

GG-11

Carson, Carolyn V., U.S. Mission to the United Nations

GS-3

Bobbitt, Lorraine, Administrative and Clerical Pool

Hainesworth, Darlene, Office of the Comptroller, Financial Operations

Hairston, Jacqueline L., Office of the Comptroller, Financial Operations

Johnson, Cynthia Marie, Passport Office, Washington

GS-4

King, Nickie D., Diplomatic Pouch and Courier Operations Division

Sisk, Mary E., Office of the Comptroller, Financial Operations

GS-5

Carey, Della, Office of Security, New York Field Office

Crain, Maggie D., Passport Office, New Orleans

Milne, Kathleen B., Israeli and Arab-Israeli Affairs

Vigil, Becky J.D., Office of Protocol

Watkins, Marjorie A., Inter-American Affairs, U.S. Mission to Organization of American States

GS-6

Connors, Brenda L., Office of Protocol, New York

Crossett, Kathleen M., Public Affairs, Historian's Office

Derrickson, Closson R., European Affairs

Fritsche, Sue Carolyn, Consular Affairs

Hinson, William J., Office of the Comptroller, Financial Operations

Holdforth, James E., Executive Secretariat

Houston Jr., George C., Communications Center

Jenkins, Gloria Jean, Politico-Military Affairs

Kulesza, Stephen George, Communications Center

Marshall, Gloria R., Office of Security, U.S. Mission to the United Nations

Palmer, Gwendolyn M., Visa Operations

Smith, Patricia T., Bureau of Personnel, Operating Systems Division

GS-7

Benjamin, Karen A., Communications Center

Cooper, Jacqueline H., Office of Position and Pay Management

Ermilio, Margaret L., Office of Security, Investigations Division

Graziano, Virginia Joan, Foreign Service Institute

Harrell, Barbara D., Office of the Comptroller, Financial Operations

Hart, Shirley M., Office of Recruitment, Examination, and Employment

Haynes Jr., Alfred O., Foreign Affairs Data Processing Center

Helmich, Ruth J., U.S. Mission to the United Nations

Henderson, Lee, Inter-American Affairs

Holtom, Joan Marie, Passport Office, Philadelphia

Howard, James F., Office of the Comptroller, Financial Operations

Lauderdale, Michael H., Foreign Affairs Information Management Center

Lawrence III, David B., Information Systems Office

Lubin, Lawrence J., Office of Comptroller, Office of Budget and Planning

Masciana, Leo Pierre, Foreign Affairs Information Management Center

Ostroff, David Robert, Operations Center

Padgett, Gary W., Information Systems Office

Sawka, Jeanne M., Foreign Affairs Information Management Division

FOREIGN AFFAIRS INFORMATION MANAGEMENT CENTER—At awards ceremony, from left: director *William Price, Robert Dious, Shirley Osborne*, Publishing Services chief *Paul Washington, Barbara Bacon, Sidney Johnson. (Photo by David Humphrey, Visual Services)*

Steele, Julia Ruth, Foreign Service Institute

GS-8

Lewis, Vincent B., Economic and Business Affairs
Weaver, Patricia Ann, Near Eastern and South Asian Affairs

GS-9

Anderson, Gail S., Consular Affairs
Blumenthal, Sylvia B., Intelligence and Research
Booze, Ellsworth M., Passport Office, Special Issuance Center
Burnett, Patricia S., Foreign Service Institute
Dobbins, Rochelle P., Foreign Service Institute
Galford, Clara I., Office of the Under Secretary for Political Affairs
Hermesman, Geoffrey F., Foreign Affairs Information Management Center

GS-11

Bevins, Randall James, Passport Office, Office of Citizenship, Nationality and Legal Assistance
Cuthbertson, Virginia A.R., Office of the Comptroller, Financial Operations
Dangelo, Rosalie M., Civil Service Career Counseling and Assignments
Geiger, James J., Information Systems Office
Gorski, Carol M., Office of Operations
Hobgood, Teresa D., Overseas Citizens Services
Orange, Sharon K., Bureau of Administration, Personnel Management Division
Raleigh, John Patrick, International Organization Affairs
Stevens, Patricia Anne, East Asian and Pacific Affairs
Zipser, Janet R., Information Systems Office

GS-12

Bolten, Joshua B., Office of the Legal Adviser, Inter-American Affairs
Burke, Janice E., Civil Service Career Counseling and Assignments
Head, Laurene D., Bureau of Administration, Personnel Management Division
Jackson, James K., Intelligence and Research
Jackson, Jon Howard, Bureau of Personnel, Human Resources Management Division
Podolsky, Lynette Malkin, Bureau of Personnel, Employee Relations, Foreign Nationals Division
Sheils, Peter M., Foreign Affairs Information Management Center

GS-13

Andersen, Walter Korfitz, Intelligence and Research
Chiperfield, Robert N., Visa Operations
Ellis, Rose M., Office of the Comptroller, Financial Operations
Foldvary, Frank C., Intelligence and Research
Grummon, Stephen Ray, Intelligence and Research, Global Issues Staff
Monroe, Frederick F., Intelligence and Research, Global Issues Staff
Mullican, William R., Office of Position and Pay Management
Murray, Blair L., Politico-Military Affairs
Recachinas, George J., International Narcotics Matters
Vido, Janet Ann, Civil Service Career Counseling and Assignments

GS-14

Brancato, Gilda, Office of the Legal Adviser, East Asian and Pacific Affairs
Crocker, Gary B., Intelligence and Research
Long, David E., Intelligence and Research

GS-15

Gallucci, Robert Louis, Bureau of Oceans and International Environmental and Scientific Affairs, Office of Non-Proliferation and Export Policy
Harrington Jr., John M., Foreign Service Institute
Lee, Owen B., Inter-American Affairs, U.S. Mission to Organization of American States
Scully, Richard T., Oceans and International Environmental and Scientific Affairs, Office of Oceans and Polar Affairs

WG-6

Lewis, Eugene J., Office of Facilities Management and Administrative Services

WI-16

Poole, Ernest L., Foreign Affairs Information Management Center

Appointments

Beatty, Marilyn, Passport Office, Records Branch
Bloxton, Trina K., Administrative and Clerical Pool
Bourdin, Myriam, Foreign Service Institute
Brown, Patricia Ellen, Passport Office, Records Branch
Casey, Celeste M., Passport Office, Chicago
Chadick, Sarah K., Administrative and Clerical Pool
Chalukoff, Dimiter, Foreign Service Institute
Champion, Julia, Passport Office, Records Branch
Cherry, Renee, Administrative and Clerical Pool
Cobb, Essie, Passport Office, Records Branch
Coleman Jr., Lennie, Office of Supply, Transportation, and Procurement
Coles, Shelly W., Administrative and Clerical Pool
Cook, Leicester W., Classification/Declas[illegible]ation Center
Co[illegible]n, Yehudit S., Foreign Service Institute
Dantzler, Alfreda, Passport Office
Davis, Sherry Kaye, Passport Office, Records Branch
Debose, Ticia Andrea, Passport Office, Records Branch
Dunn, Lewis A., Office of the Under Secretary for Management
Edelman, Mark L., International Organization Affairs
Federovitch, Chris Ann, Passport Office, Records Branch
Fleming, Carolyn, Passport Office, Records Branch
Goodwin, Constance C., Medical Services Division
Green, Gladys Delores, Passport Office, Houston
Greene, Terry L., Passport Office, Records Branch
Hawkins, Pamela Denise, Passport Office, Records Branch
Head, Faith Renee, Diplomatic Pouch and Courier Operations Division
Higgins, Debra Ann, Administrative and Clerical Pool
Homer, Valerie J., Passport Office, Stamford
Hopkins, William G., Diplomatic Pouch and Courier Operations Division
Hoye, Barbara Ann, Communications Programs and Engineering Division
Huggins, Phylis L., Passport Office, Records Branch
Huntley, Barbara Drew, Office of Facilities Management and Administrative Services
Irvin III, William R., Administrative and Clerical Pool
Jones, Brenda Fay, International Organization Affairs, UN Political Affairs
Joseph, Linda Epps, Passport Office, Stamford
Kim, Myong-Hee, Foreign Service Institute
Kim, Yang W., Information Systems Office
Kyler, Joann Cox, Medical Services Division
Ledeen, Michael A., Office of the Counselor

Acronyms to Remember Dept.

This month's UUA (Unusual and/or Unintelligible Acronym), selected by the STATE Office Staff (SOS), is WASHFAX, which, as explained by the Office of Communications, is acronymese for Washington facsimile, which, in turn, is an acronymic synonym for LDX, which means long-distance xerography.

Lehman, Christopher, Politico-Military Affairs
Lenczowski, John, European Affairs
Levitt, Geoffrey M., Office of the Legal Adviser, Inter-American Affairs
Liu, Theodore M., Classification/Declassification Center
Luong, Huynh Thi Dung, Foreign Service Institute
Martin, Barbara A., East Asian and Pacific Affairs, Regional Affairs
Martin, William F., Office of the Under Secretary for Economic Affairs
Moore, Kathleen M., Office of Security, Technical Services Division
Murchison, Ann R., Passport Office, Records Branch
Nanto, Masako K., Foreign Service Institute
Nye, William B., International Joint Commission
Olsson, Jonathan T., Intelligence and Research
Payton, Mary Jean, Passport Office, Records Branch
Piansay, Rolando B., Office of Communications, Programs and Engineering Division
Prince, Harry Gene, Office of the Legal Adviser, European Affairs
Randall, Eric Leon, Passport Office, Records Branch
Rayford, Thelma M., International Organization Affairs
Riley, Tammy Deloris, Passport Office, Records Branch
Ross, Susan Frances, Intelligence and Research, Trade, Investment and Payments Division
Russell, Regina, Passport Office, Houston
Sandoval, Jane P., Information Systems Office
Shelly, Anita Marie, Passport Office, New Orleans
Shields, Joanne Elisabeth, Passport Office, Records Branch
Slye, Theresa Ann, Passport Office, Records Branch
Smith, Jackson L., Classification/Declassification Center
Smith, Joyce Lavern, Passport Office
Somerville, Carol Baxter, Office of Protocol
Stewart, William M., Administrative and Clerical Pool
Swailes, Gloria, Passport Office, Records Branch
Terra, Daniel J., Office of the Ambassador-at-large for Cultural Affairs
Thomas, Bradford L., Intelligence and Research, Office of the Deputy Assistant Secretary for Intelligence Coordination
Thomas, Judith, Foreign Service Institute
Thompson, Irene, Foreign Service Institute
Titus, Penny R., Passport Office, Houston
Upston, John Edwin, Inter-American Affairs
Ussery, Elbert Michael, International Organization Affairs
Watson, Eunice K., Near Eastern and South Asian Affairs
Wrobel, Florence J., Intelligence and Research
Zacharia, Michael Esa, Office of the Deputy Secretary of State

Reassignments

Adams, Patricia M., Office of Overseas Schools to Intelligence and Research
Alexander, Judith M., International Organization Affairs to Politico-Military Affairs
Baker, Tura L., African Affairs to Bureau of Administration
Bobbitt, Lorraine, Administrative and Clerical Pool to Visa Operations
Briggs, Glossiephine, Administrative and Clerical Pool to Office of Facilities Management and Administrative Services
Brown, Grace Marie, Intelligence and Research to Office of the Ambassador-at-large for Cultural Affairs
Collier, Shelly A., Administrative and Clerical Pool to Bureau of Personnel, Foreign Service Testing and Assessment Center
Crawford, William H., Passport Office, Detroit to Passport Office, Records Branch
Draize, Donna T., Foreign Affairs Information Management Center to Executive Secretariat
Durso, William J., Office of Security, Washington Field Office to Office of Security, Evaluations Division
Easley, Shirley Ann, Passport Office to Visa Operations
Gudgeon, Kim Scott, Office of the Legal Adviser, Economic and Business Affairs to Office of the Legal Adviser, Inter-American Affairs
Guice, April J., Economic and Business Affairs, Office of Developmental Finance to Office of Security, Evaluations Division
Higgins, Debra Ann, Administrative and Clerical Pool to Foreign Service Institute
Holmes, Juanita S., Administrative and Clerical Pool to Foreign Affairs Information Management Center
Howard, Elizabeth A., Administrative and Clerical Pool to Bureau of Personnel, Office of Foreign Service Recruitment
Jeffery, Angela A., Office of Facilities Management and Administrative Services to Intelligence and Research
Keck, Rhonda D., Civil Service Career Counseling and Assignments to Medical Services Division
Kirkland, Terri J., Office of Security, Washington Field Office to Office of Security, Document Information Systems
Koritko, Kathleen A., European Affairs to Foreign Service Institute
Lee, Nathea Cousar, Administrative and Clerical Pool to Public Affairs
Lester, Marguerita L., Consular Affairs to Refugee Programs.
Maddux, Sara J., Management Operations to Bureau of Administration
McNatt, Mary D., Office of Facilities Management and Administrative Services to Diplomatic Pouch and Courier Operations Division
Neuhard, Jill K., Administrative and Clerical Pool to Consular Affairs
Olson, Peter Murray, Office of the Assistant Legal Adviser, Oceans, Environmental and Scientific Affairs to Office of the Assistant Legal Adviser, Nuclear Affairs
Orr, Enola P., Passport Office, Detroit to Consular Affairs
Oshima, Wayne A., Administrative and Clerical Pool to Office of Recruitment, Examination, and Employment
Ostrander, Jane L., Passport Office, Detroit to Passport Office, Washington
Poole, Carol J., Bureau of Personnel, Retirement Division to Bureau of Personnel, Performance Evaluation Division
Pryor, Carlene B., Public Affairs to Intelligence and Research
Schofield, Robin Y., Administrative and Clerical Pool to Civil Service Career Development and Assignments
Schwartz, James E., Passport Office, Washington to Passport Office, Office of Citizenship
Selby, Jamison M., Office of the Assistant Legal Adviser, Private International Law to Office of the Assistant Legal Adviser, Oceans and International Environmental and Scientific Affairs
Shelton, Vonzella, Passport Office, Records Branch to Medical Services Division
Sloan, Robert Daniel, Office of the Assistant Legal Adviser, Nuclear Affairs to Office of the Assistant Legal Adviser, Politico-Military Affairs
Stessalavage, Joanne H., Interagency Task Force on the Law of the Sea to Office of the Legal Adviser
Thompson, Joan E., Administrative and Clerical Pool to Office of Security, Evaluations Division
Tunney, Regina E., Administrative and Clerical Pool to Foreign Service Career Development and Assignments, Junior Officer Division

Correction

Janet Harrison is the correct name of the woman on the left in the photograph (STATE, October, Page 38) showing recent graduates of the clerical orientation class at the Foreign Service Institute. The institute identified her incorrectly in the caption furnished to STATE magazine.

Vezina, Mary A., Passport Office to European Affairs

Resignations

Allee, Catherine L., Consular Affairs
Barra, Richard K., Office of Communications, Programs and Engineering Division
Blakely, Shaun E., Information Systems Office
Brown, Gregory Stephen, Foreign Service Institute
Brown, Jamella F., Foreign Service Institute
Burkholder, Deidra A., Office of Communications, Programs and Engineering Division
Caldwell, Brenda A., Passport Office, Washington
Caplan, Andrew M., Passport Office, Records Branch
Carson, Joanne, Administrative and Clerical Pool
Carson, Vernelle D., Office of the Legal Adviser
Childears, Dianne Sue, International Organization Affairs
Cohen, Leslie, Inter-American Affairs
Crisan, Patricia A., International Narcotics Matters
Cwik, Cynthia H., East Asian and Pacific Affairs
Desmarias, Denise M., African Affairs
Dippel, Mary H., African Affairs
Ditanna, Thomas L., Informations Systems Office
Dobson, Evelyn C., Information Systems Office
Donnell, Kathryn R., Office of Protocol
Dvorak, Carey E., Office of Communications
Dye, Lillian A., European Affairs
Foggie, Carol Ann, Classification/Declassification Center
Gardos, Katherine Lynn, Inter-American Affairs
Gezari, Pirjo K. I., Foreign Service Institute
Glazer, David B., Bureau of Personnel, Office of Management
Golinowski, Bernadette, Passport Office, Washington
Harris, Rosetta G., Passport Office, Los Angeles
Heidner, Kathryn M., Passport Office, Records Branch
Housley, Gloria Lynn, Foreign Buildings Office
Johnson, Rosie J., Information Systems Office
Jue, Patricia Kay, Visa Operations
Kohan, Georgetta H., Medical Services Division
Korcak, Elizabeth Ellen, Office of Security, Technical Services Division
Kosnett, Philip S., Inter-American Affairs
Lagomarcino, Leslie K., Refugee Programs
Maddrey, Lee A., Executive Secretariat
Marshall, Doris D., Foreign Service Institute
McDermott, Catherine M., Office of Security, Investigations Division
McHale, Stephen Arch, Office of Communications, Programs and Engineering Division
McCabe, Loch Owen, Office of the Comptroller, Financial Operations
Morgan, Brenda L., Passport Office, Houston
Mori, Elizabeth J., Executive Secretariat
Morse, Edward Lewis, Economic and Business Affairs, International Energy Policy
Nance, Deborah A., Bureau of Personnel, Office of Management
Nappo, Jean M., International Organization Affairs, Administrative Services
Neal, Loretta, Passport Office, Washington
Ninomiya, Lisa C., Economic and Business Affairs
Nolan, Christian T., Economic and Business Affairs
Novak, Lisa C., East Asian and Pacific Affairs
O'Brian, Carol Ann, Foreign Service Institute
Oswald, Lynda Jaye, Consular Affairs
Peake, Alyssa A., Bureau of Personnel, Office of Management
Pierce, Shirley Ruth, Office of Security, Technical Services Division
Plotsky, Alison K., Public Affairs
Richards, Karen W., Passport Office, New Orleans
Roesser, Mary F., Economic and Business Affairs
Sakaue, Marlene J., East Asian and Pacific Affairs
Salter, Bonnie J., European Affairs
Scarlett, Claudette, Passport Office, Miami
Schaffer, Edith P., Office of Operations, General Services Division
Scroggs, Robert Scott, Office of the Comptroller, Financial Operations
Smith, Rose Catherine, Passport Office, New York
Sorbello, Marie E., Public Affairs
Trask, David Frederic, Public Affairs, Office of the Historian
Tronolone, Cheryl L., Foreign Service Institute
Uji, Carol A., Consular Affairs
Walker, Patsy Rhames, Passport Office, Washington
Wanielista, Donna L., Foreign Service Institute
Westley, Hilarie A., International Organization Affairs
Wigglesworth, Barbara J., Medical Services Division
Wilson, Peter Arnold, Office of the Secretary, Policy Planning Staff
Witherow, Paulette Emilie, Executive Secretariat

The Combined Federal Campaign of the national capital area is a once-a-year solicitation of federal employees for the support of voluntary health and social service agencies in the United Way. It's practical for you to contribute to all these agencies with a once-a-year donation. This year's 17th annual campaign will support 212 voluntary organizations, 20 more than last year.

Retirements

Johnson, Ruth M., Office of Communications, Security Division
Robinson, Davis R., Economic and Business Affairs
Shepherd, Montague J., Supply and Transportation Division
Spencer, Alease P., Intelligence and Research
Whiting, Alpha J., Foreign Buildings Office □

Course on climbing U.S. job ladder

Do you want to move up to an administrative or professional job in the Government? You might improve your chances by taking the U.S. Office of Personnel Management's PACE test. "Preparation for PACE," an 18-hour course, will be offered by the Graduate School, U.S. Department of Agriculture, this fall. The course can help you build vocabulary and reading skills, review basic geometry and algebra, as well as strengthen your test-taking ability, using simulated PACE tests.

"Preparation for PACE" will meet on December 3, 10 and 17, Thursdays, from 4:30 to 7:30 p.m., and on October 5, 12 and 19, Saturdays, from 9 a.m. to noon. Classes will be held in the graduate school's new facilities at the Capital Gallery, 600 Maryland Avenue SW. The fee is $100 for instruction and all materials. For information, call Genny Collier, Career Planning and Development Programs, 447-7124. □

Incentive awards

Revised regulations on incentive awards have been issued as a proposal by the U.S. Office of Personnel Management. The text is available for review in the Office of Civil Service Career Development and Assignments, Room 2421, New State. ■

Personnel: Foreign Service

The new ambassador to The Netherlands and Mrs. *William J. Dyess* leave royal palace after presentation of credentials to Queen Beatrix.

New Appointments

Busch, Jean H., Lima
Colwell, Luz Marina, Mexico
Copeland, Nancy S., St. Johns
Cruz, Louise C., Mexico
Davidson, Kathie L., Mexico
Deardorff, Nancy L., Moscow
Francisco, Tracy L., Mexico
Goodrich, Sue Carol, Toronto
Loeb Jr., John Langeloth, Copenhagen
Lewis, Sandra Lpher, Bonn
Lope de Haro, Louis, Mexico
Lyman, Donald Roy, Mexico
Matthews, Elzina, Tijuana
McKillop, Carol J., Rome
Morris, Maria K., Mexico
Nelson, James Richard, Montreal
Notheis, Emely Jeannette, Guatemala
Obluck, Garrett, Mexico
Pryce, Jeffrey F., Mexico
Pryce, Kathy E., Mexico
Quintana Figueroa, Ana M., Madrid
Ruddick, Terrence Lee, Abidjan
Sapienza, Douglas Jerome, Monrovia
Schaedla, Hermann H., Bremen
Soto, Maria Esther, Mexico
Soto, Ralph, Mexico
Soto, Simon, Mexico
Spence, Barbara Bernice, Kingston
Staszak, William J., Mexico
Whitridge, Jacqueline L., Ottawa
Wolfe, Stanley J., Lagos
Young, Steven, Mexico

Transfers

Addington, Larry Keith, Sanaa to Berlin
Aggrey, O. Rudolph, Bucharest to European Affairs
Aguilar, Carlos J., Brasilia to Rio de Janeiro
Ahlgren, Charles S., Pretoria to Wellington
Allsbury, Thomas C., Panama to Office of Security, Technical Services
Altman, David R., Georgetown to Jidda
Ames, Susanne, African Affairs to Conakry
Anderson, David, Berlin to Belgrade
Anderson, Gary E., Lisbon to European Affairs
Anderson, Michael G., Warsaw to Foreign Service Institute
Anderson, Morris C., Cairo to Dacca
Anderson, Sidney D., Cairo to Office of Supply, Transportation and Procurement
Arias Jr., Francisco, East Asian and Pacific Affairs to Manila
Arias, Julio Javier, Bureau of Personnel to Guadalajara
Arnold Jr., William J., Office of Communications to Salisbury
Aschman, Francis J., Jakarta to Mexico
Ashley, Rachel Christine, Dhahran to European Affairs
Atcherson, Larry H., Port Louis to London
Aughenbaugh, Ronald L., Rio de Janeiro to Inter-American Affairs
Bacha, Jules D., Tokyo to Buenos Aires
Baer, Robert B., New Delhi to Foreign Service Institute, Language Training
Baker, J. Loretta, St. Johns to Inter-American Affairs
Baker, Jerald, Office of Communications to Abu Dhabi
Balach Jr., Steve Joe, Rangoon to East Asian and Pacific Affairs
Baldwin Jr., Frank B., Bonn to Office of Communications, Programs and Engineering Division
Barber, Nancy V., Manila to Office of the Inspector General
Bargeron Jr., John H., Tel Aviv to Foreign Service Institute
Barrett, John W., Jakarta to Chiang Mai
Barron, Patricia S., Bern to Dakar
Bauman, John Kenneth, London to Islamabad
Beal, Leroy Ethridge, Bureau of Personnel to Stuttgart
Becker, John P., New Delhi to Vienna
Beffel, Edwin L., Havana to Foreign Service Institute, Language Training
Belk, William E., Tehran to Canberra
Benedict, Gary D., Monrovia to Office of Communications
Berlin, Shelley Elise, Trieste to Toronto
Berry, John E., Cairo to Manila
Berube, Elizabeth J., Visa Office to Karachi
Bielinski Jr., Stanley, The Hague to New

Transfer Tremors .... *by ebp*

I was almost transferred to HELSINKI, but I wanted a sort oF IN LAND place.

I was almost transferred to BEIRUT, but there was this terribLE BAN ON dependents going there.

I was almost transferred to WELLINGTON, but the job required NEW ZEAL AND I really was burned out.

Delhi

Bishop, James K., Niamey to African Affairs

Blacken, John D., Central American Affairs to Santo Domingo

Blaney III, Harry C., U.S. NATO Mission/Brussels to European Affairs

Blanton, James Taylor, U.S. Sinai Field Mission to Visa Office

Bleakley, Kenneth W., Executive Secretariat to San Salvador

Bloch, David, Foreign Service Institute, Language Training to Palermo

Blust, Diane L., European Affairs to Brussels

Blust, Merwin Carl, Mexico to Office of the Inspector General

Bogatyr, Peter A., Moscow to European Affairs

Boggs, William D., Public Affairs, Office of Public Programs to The Hague

Booth, David L., Office of Communications to Monrovia

Booth, Donald E., Commerce Department to East African Affairs

Border, Philip A., Kuala Lumpur to Nairobi

Borg, Parker W., West African Affairs to Bamako

Bosley, Sandra S., European Affairs to Vienna

Bosworth, Stephen W., Tunis to Inter-American Affairs

Bova, Michele M., Commerce Department to Intelligence and Research, Regional Economic Relations Division

Bowker, Donald G., London to Jerusalem

Bowles, Gary R., Bogota to Monrovia

Boyce Jr., Ralph L., Tunis to Islamabad

Bradley, Patricia L., Panama to Consular Affairs

Bradshaw, Richard E., Paris to European Affairs

Bresler, Ralph Edwin, Kuwait to Arabian Peninsula Affairs

Brinson, Samuel K., Munich to Tel Aviv

Brooker Jr., Wesley J., Monrovia to African Affairs

Brooks, Freeman W., Lima to Office of Communications

Brooks, Vanessa C., Copenhagen to Bangkok

Brown, David G., Vienna to Beijing

Brown, Larry M., Monrovia to Office of Communications

Brown, Truman E., Bonn to Bangkok

Browne, Edward S., Manila to Kuwait

Browne, Lilia Leano, Manila to Kuwait

Bullick, Linda C., Bucharest to Osaka-Kobe

Burke, Peter B., European Affairs to Vienna

Butcher, Larry Gene, Inter-American Affairs, Office of Regional Economic Policy to Lisbon

Butler, Lawrence E., Brasilia to Foreign Service Institute, Language Training

Butterworth, David G., Athens to European Affairs

Cabanillas, Mary S., London to Mexico

Calhoun, Thomas F., Calcutta to Near Eastern and South Asian Affairs

Canney, Paul F., Bureau of Personnel to Reykjavik

Cao-Garcia, Jose, Inter-American Affairs to Brasilia

Cardillo, Leo F., Athens to Office of Communications

Carpenter, Ronald B., London to Jakarta

Carr, Robert K., Brussels to Tunis

Carter, James W., Buenos Aires to Foreign Service Institute, Language Training

Carter, Laraine Newhouse, Intelligence and Research to Manama

Cash Jr., Carlyle E., Sanaa to Brussels

Castor, Margaret Ann, U.S. Mission to Geneva to Pretoria

Chapin, Frederic L., Inter-American Affairs to Guatemala

Churchill, Malcolm H., Commerce Department to Economic and Business Affairs, General Commercial Policy Division

Clarke Jr., Robert B., Philippines to East Asian and Pacific Affairs

Clarke, Robert William, Garmisch to Moscow

Clerici, Laura A., Guatemala to Warsaw

Clunan, James L., Kuwait to Belgrade

Coles, Lemuel David, Singapore to Bridgetown

Collins Jr., John A., Port of Spain to San Salvador

Collins, Marilyn, Kigali to Dakar

Collins, Mary C., Caracas to Office of Security, Secretary's Detail

Colson, Daniel J., United Kingdom to Monrovia

Cook, Joseph C., Tel Aviv to Office of Communications

Cooper, James Ford, Office of the Counselor to Asuncion

Courlang, Edward M., Systems Design and Programming Division to Canberra

Cox, Patricia E., Inter-American Affairs to Rio de Janeiro

Craig, John B., Port-au-Prince to Riyadh

Crea, Nicholas S., Athens to Paris

Creekmore Jr., Marion V., International Organization Affairs to New Delhi

Crehan, Richard F., Manila to Tokyo

Crew, George T., New Delhi to Office of Communications

Crist, Janet Lorraine, Quito to Mogadishu

Crump, Frank B., Leningrad to Intelligence and Research, Soviet Foreign Policy Division

Cunningham, Glenda S., Copenhagen to Lisbon

Cunningham, Hilary J., Mexico to Inter-American Affairs

Curley, William R., Bangkok to Frankfurt

Daris, Charles L., Foreign Service Institute to Johannesburg

Davis, Gary P., Brasilia to Monrovia

Davis, J. Michael, Manama to U.S. Mission to the United Nations

Davis, James G., Mexico to Intelligence and Research, Current Intelligence Staff

Davis, Scott, European Affairs to Athens

Davis, Vera Lyn, Buenos Aires to Inter-American Affairs

Davison, John S., Antananarivo to Khartoum

Day, Frank E., Brussels to Caracas

Day, William L., Tegucigalpa to Inter-American Affairs

Degroat, Clarice E., Abidjan to African Affairs

Delvecchio, Patrick, Rome to Oslo

Desantillana, Gerald, Medellin to Port-au-Prince

Detrani, Joseph R., Rangoon to East Asian and Pacific Affairs

Dettor, David H., Tokyo to Manila

Dick, Catherine E., Hong Kong to East Asian and Pacific Affairs

Dickey, V. Raymond, Canberra to Near Eastern and South Asian Affairs, Office of Economic Adviser

Dillon, Mary L., Khartoum to London

Dimsdale Jr., John H., European Affairs to Vienna

Dittmer, Lyle A., Tokyo to Canberra

Djerejian, Edward P., Moscow to Amman

Dolan, Daniel L., Economic and Business Affairs to Organization for Economic Co-operation and Development, Paris

Doucet, Henry L., Tunis to Athens

Doyle, James R., Lome to Stockholm

Dunn, Beverly K., Bonn to Jakarta

Duman, Elizabeth Ann, Chile to Abidjan

Emmors, Charles Edward, Warsaw to Paris

Endsley, Jerry E., Buenos Aires to Santiago

Enomoto, Lawrence M., Interagency Task Force on the Law of the Sea to Regional Language School, Yokohama

Esquivel, Frank C., Brasilia to Inter-American Affairs

Fannin, Sharon R., European Affairs to The Hague

Farrell, Thomas A., Ottawa to Operations

Center
Feldman, Harvey J., Port Moresby to International Organization Affairs
Fendrick, Reed J., Intelligence and Research to Pretoria
Fest, M. Judith, Nairobi to Diplomatic Pouch and Courier Operations Division
Fields, Odie Nelson, Brasilia to Rome
Fink, Myron D., Athens to Bonn
Finney Jr., John D., Lusaka to Foreign Service Institute
Fitts, Robert W., Riyadh to Foreign Service Institute
Fitzpatrick, Shaun F., Junior Officer Corps to New Delhi
Fleming, Elizabeth, Santiago to Hong Kong
Folan, Patrick M., Special Domestic Assignments Program to Lisbon
Forry, Jack E., Office of Communications to Athens
Foster, Melvin Thomas, Office of Communications to Ottawa
Fouliger, Thomas Frank, Bonn to Foreign Service Institute
French, Carl L., Office of Communications to Brasilia
Fulford, Edward A., Monrovia to Office of Communications
Furey Jr., Thomas Patrick, Berlin to Foreign Service Institute, Language Training
Galovich Jr., Theodore G., Panama to Inter-American Affairs
Gannon, Matthew K., Sanaa to Amman
Gebert, Karla Ann, Frankfurt to European Affairs
Gefter, Saul S., Brasilia to Havana
George, Lloyd R., Ankara to Pretoria
Geppert, Ernest G., Office of Communications to Manila
German, Bruce W., Tehran to European Affairs
Gerwig Jr., Harold E., Athens to Office of Communications
Getze, Antoinette J., Bonn to Moscow
Getze, Richard J., Bonn to Moscow
Gibson, Barry R., Inter-American Affairs to Caracas
Gilmore, Harry J., Eastern European Affairs to Belgrade
Gilstrap, Lewis G., Kingston to Kuala Lumpur
Glasoe, Paul John, Vancouver to International Narcotics Matters
Glaspie, April C., U.S. Mission to the United Nations to Regional Language School, Tunis
Goff, Paul A., Panama to Dacca
Gold, Michael S., Hungary to Office of Communications
Goldschmidt, Michael A., Tegucigalpa to London
Goodnight Jr., Robert N., Athens to European Affairs
Goslin, Jerald E., Guatemala to Mexico
Grahl, LarryC., Ouagadougou to Intelligence and Research, Current Intelligence Staff
Grant, Lee R., Nairobi to New Delhi
Green, Nick, San Salvador to London

MANILA, Philippines—Consul general *Vernon D. McAninch,* right, and nonimmigrant visa branch chief *David Lyon,* left, issue tourist visa to *Rufino V. Taguiam,* the first applicant to receive his visa in a streamlined operation that, during the past year, has reduced the waiting period for a nonimmigrant visa from three weeks to less than one day.

Greenwood Jr., C. Lawrence, Dakar to Economic and Business Affairs, Office of Business Practices
Greenwood, Barbara S., Dakar to Foreign Service Career Development and Assignments
Grewe, Shirley Ann, Mexico to Buenos Aires
Grigg III, Ernest C., Brussels to International Organization Affairs, Multilateral Policy and Coordination
Grimste, Robert T., Munich to Brasilia
Haberstroh, John R., Poland to European Affairs
Hagerty, Herbert G., Islamabad to Colombo
Hall, John Martin, Moscow to Politico-Military Affairs
Hallman, Bryon A., Nicosia to Berlin
Halsted, David Crane, Kampala to Foreign Service Institute
Hamilton, Thomas P., Port Moresby to Foreign Service Career Development and Assignments, Political
Hammer, Lowell V., European Affairs to Paris
Hampton, John R., Caracas to Nairobi
Hardy, Rennie W., East Asian and Pacific Affairs to Rangoon
Harkness, Edward Michael, Barcelona to Foreign Service Institute
Harnish III, Reno Leon, Saipan to Vienna
Harr, David C., Rangoon to Foreign Service Institute
Harrington, Richard D., Inter-American Affairs to Santo Domingo
Harris, Mary N., Lilongwe to African Affairs
Hartmann, Joseph W., San Jose to Inter-American Affairs
Harwood, Marjorie T., Kathmandu to Medical Services
Hasselberger, William F., European Affairs to Ankara
Hayes, Richard S., East Asian and Pacific Affairs to Bangkok
Hearne, Francis P. G., Reykjavik to Bonn
Hedges, John A., Libreville to Lagos
Helpie, Meeslyn D., Damascus to Office of Communications
Helmer, Colin S., Rotterdam to Moscow
Hemmendinger, Ellen L., Dakar to African Affairs
Hernandez, A. Daniel, Equal Employment Recruitment Complement to Brasilia
Herpy, David W., East Asian and Pacific Affairs to Singapore
Herrmann, George S., Abidjan to Office of Security, Technical Services Division
Heyn, Margaret W., Foreign Service Career Development and Assignments to Montevideo
Hicks, Linda J., Office of Communications to Manila
Hickson, Durwood, Conakry to Monrovia
Higgins, Valerie B., U.S. Mission to NATO/Brussels to Dacca
Hill, Billy Joe, Moscow to Bangkok
Hinton, Michael J., Dar-es-Salaam to Accra
Hirsch, John L., Israeli and Arab-Israeli Affairs to Islamabad
Hoak, Paul J., Monrovia to Office of Communications
Holderfield, Dorothy A., Caracas to Barcelona
Holguin, Raul, Brasilia to Cairo
Hollenbeck, Gerald Donald, Office of Securi-

ty, Investigations Division to The Hague
Holliday, Joanne M. P., Rabat to Jidda
Holliday, Robert W., Rabat to Jidda
Holmes, Alice J., Brasilia to East Asian and Pacific Affairs
Holts, Philip P., Inter-American Affairs to San Jose
Homme, Robert Onan, Foreign Service Institute, Language Training to Strasbourg
Honan, Kevin E., Kuwait to Ankara
Hortoland, Elka C., Nicosia to Bamako
Houghton, Robert B., Istanbul to European Affairs
Houston Jr., Robert B., Moscow to Bureau of Personnel
Hudson Jr., Virgil A., Khartoum to Athens
Hudson, Larry D., Cairo to Istanbul
Hurd, Michael G., Jidda to Vienna
Hutchings, Alan J., African Affairs to Khartoum
Hutchison, Daniel W., Office of Communications to La Paz
Hydle, Lars H., African Affairs to Accra
Imus, Richard H., Wellington to Economic and Business Affairs, Textiles Division
Isaacs, Arnold M., Guatemala to Quito
Isom, Harriet W., Jakarta to Foreign Service Institute
Jackson, J. Alexander M., Moscow to Rome
Jacobini, Charles Bowman, Economic and Business Affairs, Trade Agreements Division to Tokyo
Jannuzzi, Brenda K., San Salvador to Vienna
Jarocki, Joseph P., Manila to Georgetown
Johnson, Cassius C., London to Beijing
Johnson, Gregory L., Foreign Service Institute, Language Training to Moscow
Johnson, Guy C., Information Systems Office, User Support Services Staff to Tokyo
Johnson, Johnny R., Tokyo to Riyadh-Uslo
Johnson, Richard G., Paris to Moscow
Johnson, Wyatt B., Santo Domingo to Foreign Service Institute, University Training
Johnston, James J., Quito to La Paz
Johnston, Tess, Foreign Service Institute, Language Training to Shanghai
Jones Jr., Charles Tehran to Vancouver
Jones, Glenn T., Suva to Bonn
Jones, M. Gordon, Commerce Department to Lima
Joseff, Dorothy B., Netherlands Antilles to Bangui
Joyce, John M., European Affairs to Moscow
Joyce, Margaret T., Sao Paulo to Inter-American Affairs
Karson, Samuel, Office of Medical Services to Bangkok
Katz, Abraham, European Affairs to Organization for Economic Cooperation and Development, Paris
Keen Jr., Stuart C., Abidjan to Manila
Keeton, Russell L., Ottawa to Madrid
Keller, Kenneth C., Foreign Service Institute to Seoul
Keller, Richele, Athens to Foreign Service Institute, Language Training
Kellogg, Theodore E., Cairo to Athens
Kennedy, Jacqueline R., Seoul to Frankfurt
Kessler, Richard Aubrey, Moscow to European Affairs
Kiehl, Joseph A., Nairobi to African Affairs
Kim, Patricia A., Marseille to Foreign Service Institute
Kinney, Douglas S., Rome to U.S. Mission to the United Nations
Kirby, Harmon E., Khartoum to Foreign Service Institute
Klekas, John Louis, African Affairs to Abu Dhabi
Klemp, Karen D., Vienna to East Asian and Pacific Affairs
Klemp, Stephen H., Vienna to European Affairs, Office of Security and Political Affairs
Kline, Harold P., Santiago to Nairobi
Knoll, Bonnie Jean, Inter-American Affairs to Brasilia
Kobliska, Allen D., Lima to Inter-American Affairs
Kobliska, Jayne L., Lima to Rome
Kosheleff, Mary J., Sanaa to Foreign Service Institute
Kurze, Kenneth A., Strasbourg to Foreign Service Institute
La Bree, Melvin C., Rangoon to Algiers
La Lime, Helen R. Meagher, Overseas Citizens Services to Stuttgart
Lamberg, Michael E., Berlin to Tokyo
Lampert, Harvey, Ankara to Kuala Lumpur
Landfair, William E., Gaborone to Office of Recruitment, Examination and Employment
Lane, Helen Brady, Commerce Department to Mexico
Lane, Larry E., Santo Domingo to Mexico
Lang, Kathleen Carr, Junior Officer Corps to Prague
Langley, James F., Office of Communications to Jakarta
Larocco, James A., Cairo to Kuwait
Larre, Cynthia Frances, Hong Kong to Office of the Secretary
Latimer, Alan Bryan Cedric, Quebec to London
Lauterbach, Steven Mark, Foreign Service Institute, Language Training to Lyon
Levigne, Beverly A., Trinidad and Tobago to Bureau of Personnel
Lawler Jr., Daniel J., Office of the Comptroller to Moscow
Lawler, James N., Inter-American Affairs to Santiago
Lebarron, James E., Athens to Office of Communications
Lees, Nancy Faye, Indonesia to Consular Affairs
Lehel, Anna M., West African Affairs to Rome
Libera, James Robert, Netherlands to Economic and Business Affairs
Lipscomb, Suzanne, Brasilia to Manila
Lively, Susan P., Junior Officer Corps to Warsaw
Long, Paul Dean, Vienna to Frankfurt
Loomer, Marguerita H., Athens to London
Loving, David W., Berlin to Brussels
Lowry, Robert M., Athens to European Affairs
Lucas, William E., Southern African Affairs to Pretoria
Luna, Edilberto, Tunis to Quito
Lupton, Robert H., Lusaka to African Affairs
Lynch, James Michael, Vancouver to Intelligence and Research
Lyon, Janice Johnson, Paris to Economic and Business Affairs, Energy Consumer-Country Affairs
Macias, Arturo S., Santiago to Beijing
Mackler, Roderick C., Belgrade to Foreign Service Institute
Macuk, David A., Nairobi to U.S. Mission to Geneva
Maffei, Victor E., Abidjan to Jidda
Mahler, Kristina E., Bangui to Port-au-Prince
Mahn, Mark A., Office of Communications to Bangkok
Maire, Joseph F., Athens to Monrovia
Malac, Deborah R., Junior Officer Corps to Yaounde
Malkin, Bruce, Commerce Department to Economic and Business Affairs, General Commercial Policy Division
Malloy, Edward M., Brasilia to Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff
Mandel, Judyt Landstein, Moscow to Foreign Service Institute
Mangis, Stephen Justin, European Affairs to Bonn
Marsh, William H., Jidda to Rabat
Marshall, Mary B., Abidjan to African Affairs
Martin, John Linden, Khartoum to African Affairs
Mast, Charles A., Economic and Business Affairs to Jakarta
Matthews, David P., Merida to Beirut
Maule, Robert W., Consular Affairs, Visa Office to London
McCarthy, Robert P., Quito to Inter-American Affairs
McCormack, Richard L., Office of the Secretary, Policy Planning Staff to London
McGuinness, John P., Foreign Service Institute, Language Training to Madrid
McGuire, Edna C., Tokyo to Bangkok
McGuire, Roger A., Foreign Service Institute to Asuncion
McIntyre, Wallace D., Hamburg to Cairo
McKee, Richard Keller, Rabat to Jidda
McKeeby, Patrick R., Lusaka to Manila
McKinley, Brunson, London to Berlin
Mecke, Frederick A., San Salvador to Nairobi
Medeiros, John, Rome to Economic and Business Affairs, Energy Producer-Country Affairs
Medlin, George, Dacca to Cairo
Melani, Beverly Jean, Rome, U.S. Mission to Food and Agriculture Organization, to Naples
Mertz, John W., Inter-American Affairs to Guatemala
Metelits, Michael D., U.S. Mission to the

United Nations to U.S. Mission to Food and Agriculture Organization, Rome

Metzner Jr., Clifton G., Buenos Aires to Mexico

Meyers, Marilyn Ann, Regional Language School, Yokohama to Fukuoka

Meyers, Michael W., Asuncion to Rio de Janeiro

Meysenburg, Mary Ann, Foreign Service Career Development and Assignments to Merida

Midili, Anthony P., Office of Communications to Athens

Milburn, Edward M., Genoa to Santiago

Milford Jr., Norman D., Jakarta to Tokyo

Miller Jr., Bradford W., Bonn to Canadian Affairs

Miller, Thomas Joel, Chiang Mai to Israeli and Arab-Israeli Affairs

Molinar, Elizabeth A., Foreign Service Institute, Language Training to Ankara

Monioudis, John, Buenos Aires to Monterrey

Montgomery Jr., Harry M., U.S. Mission to the United Nations to U.S. Mission to NATO/Brussels

Montgomery, Ann C., African Affairs to London

Montgomery, Robert J., European Affairs to Ontario

Moore, Bert C., Tehran to Madrid

Moore, Julia A., NATO to African Affairs, Public Affairs Staff

Moragne, Jacquelyn D., San Salvador to Port-au-Prince

Moran, David Richard, Economic and Business Affairs to Bangkok

Morse, Adriaen M., Stockholm to Operations Center

Mosiello, Barbara M., Algiers to Near Eastern and South Asian Affairs

Motch, Joan F., Foreign Affairs Information Management Division to Monrovia

Motekew, Edward William, Mexico to Bucharest

Muench, Sandra M., Amman to Pretoria

Mullikin, Lucy P., Port-au-Prince to Inter-American Affairs

Mum, Robert H., Office of Communications to London

Murphy, Elinor L., New Delhi to London

Murphy, Thomas J., U.S. Mission to Geneva to Brussels

Murray Jr., Joseph A., Foreign Service Institute, Language Training to Athens

Murray Jr., Lewis Roy, Tunis to Caracas

Napoliello, Edward R., Bogota to Dacca

Natwick, Carol E., African Affairs to Douala

Nelsen, Larry A., Khartoum to Riyadh

Nelson, Francis J., Frankfurt to Cairo

Ness, Donald L., Mexico to Office of Security

Neumann, Ronald E., Near East and South Asian Affairs to Sanaa

Newland, Frank R., Brasilia to Office of Communications

Niceley, Glenn E., Nairobi to Moscow

Nichols, Patrick J., Abidjan to Belgrade

Norris, Raymond L., Bonn to Office of Communications

Novak, Robert K., Cairo to Bonn

O'Rourke Jr., William H., Bangkok to Berlin

O'Connor, Edward R., Paris to London

Odea, James S., Buenos Aires to Lagos

Odom Jr., Herman Wesley, European Affairs to The Hague

Oherron, Thomas F., Brussels to Economic and Business Affairs, Special Trade Activities and Commercial Treaties

Olivarez, Ernest R., U.S. Mission to NATO/Brussels to Havana

Olton, Harry A., Jidda to U.S. Mission to Geneva

Olton, Regina D., Jidda to U.S. Mission to Geneva

Ortman III, William T., Panama to Inter-American Affairs

Osborne, Leutrell M., Manila to Office of Communications

Pace, Jerry R., Bonn to Cairo

Pace, Jo Ann S., U.S. Sinai Field Mission to San Salvador

Pacheco, Federico G., Vienna to Manila

Paden, Jerard M., European Affairs to Ottawa

Paiva, Robert G., Abidjan to U.S. Mission to Geneva

Palazzolo, Giovanni, Paris to U.S. Mission to NATO, Brussels

Palazzolo, Mary Dell F., Organization for Economic Cooperation and Development, Paris to Brussels

Palmer, Ronald D., East Asian and Pacific Affairs to Kuala Lumpur

Parker, Alan, Foreign Service Institute, Language Training to Bucharest

Parker, Dolores M., San Jose to Inter-American Affairs

Parker, William D., San Jose to Office of Communications

Partain, Gary D., Lima to Guayaquil

Pascua, Gerard R., Santiago to Saipan

PUBLIC AFFAIRS—Deputy assistant secretary *Terry McNamara* presents Superior Honor Award to *Phyllis Young*, editor of the Department of State Bulletin and executive secretary of the Department's bicentennial coordinating group.

TORONTO, Canada—At awards ceremony, from left: *Terrence Rozario,* Ambassador *Paul H. Robinson, Catherine Smith, Antonio Marques.*

Patterson Jr., Charles N., Beirut to Foreign Service Institute, Language Training
Patterson, John G., Montevideo to Nairobi
Pazdral, Nuel L., Paramaribo to Lagos
Peashock, David J., Luxembourg to Central African Affairs
Perez, Enrique, La Paz to Caracas
Perna, Rudolf Vilem, Moscow to Berlin
Perry, C. Richard, Office of Security, Technical Services to Rome
Peterson, Jeffrey G., Stockholm to Tokyo
Peterson, Jon D., Athens to Kuwait
Peterson, Katherine H., Jamaica to Inter-American Affairs
Pfanzelt, Ingrid E., Santo Domingo to Bonn
Pfeifle, Linda Margaret, Politico-Military Affairs to Managua
Pfotenhauer, David, Moscow to Nairobi
Phelps Jr., Homer R., Arms Control and Disarmament Agency to Bonn
Philpot, Constance A., Foreign Service Institute, Language Training to Rome
Pitts, John L., Economic and Business Affairs to Organization for Economic Cooperation and Development, Paris
Pitts, Sarah S., Bureau of Personnel, Human Resources Management to Paris
Plaugher, James E., Monrovia to Office of Communications
Pollock, Bernard C., Istanbul to European Affairs
Price, Gary V., U.S. Sinai Field Mission to Foreign Service Institute
Pryce, William T., Mexico to La Paz
Purvis, Mary Anne C., Cotonou to African Affairs

Quinones, Carlos Kenneth, Intelligence and Research to Seoul
Rahm, Richard Gordon, European Affairs to Paris
Rand, S. Richard, Bureau of Personnel to Bangkok
Reichenbach, Arthur J., The Hague to European Affairs
Reiner, Margot Ellen, Foreign Service Institute, Language Training to Brasilia
Reynders, Thomas R., Operations Center to Rome
Ringelberg, Thomas, Singapore to Bangkok
Ritchie, John Alexander, Foreign Service Institute, Language Training to Krakow
Ritterhoff, Robin R., Economic and Business Affairs to U.S. Mission to the United Nations
Roberts, David L., Moscow to Casablanca
Roberts, Edison B., Manila to Office of Communications
Robbins, David Snyder, Office of Egyptian Affairs to Amman
Rodier, Albert J., Office of Communications to Monrovia
Rodriguez Jr., Jose A., Brazil to La Paz
Rohrer, Bradley D., New Delhi to Office of Security
Rowley, Peter R., Office of Communications to Santiago
Rubenstein, A. Irwin, Tel Aviv to Mexico
Russell, Layton Rose, Tegucigalpa to Bogota
Russell, Patricia E., African Affairs to Muscat
Ryan Jr., Robert J., Organization for Economic Cooperation and Development, Paris to Inter-American Affairs, Regional Economic Policy
Sady, Edward L., Bangkok to Frankfurt
Salamie, Mary Ann, Ottawa to Riyadh
Salazar, Robert, Gabon to African Affairs
Samuel, Edward Bryan, Osaka-Kobe to Foreign Service Institute
Sandlin Jr., James W., Bucharest to Kuwait
Sapienza, Linda L., Pretoria to Monrovia
Sartori, Ellen E., Quito to Panama
Sartorius, James, Foreign Service Institute, Language Training to Rio de Janeiro
Satterfield, Patricia M., Manila to Office of Communications
Saunders, Brenda Therese, Jerusalem to Bureau of Administration
Savage, John R., Bonn to Foreign Service Institute
Scarlett, Earle St. Aubin, Brasilia to Foreign Service Institute
Scensny, Leonard F., Jidda to Office of Egyptian Affairs
Schenck, Richard C., Madrid to London
Schenk, Mary L., Bucharest to Berlin
Schnarrs, James E., Seoul to Manila
Schneider, David T., Dacca to Near Eastern and South Asian Affairs
Senko, Michael James, San Salvador to Foreign Service Institute
Shapiro, Charles S., Copenhagen to Foreign Service Institute

Shaw, Charles W., Managua to Guatemala
Shields, Peter K., Foreign Service Institute, Language Training to Salisbury
Short, George D., Budapest to Athens
Sieloff Jr., Paul K., Caracas to New Delhi
Silins, Ints M., Foreign Service Institute, Language Training to Leningrad
Silliman Jr., Robert G., Bangkok to Seoul
Simmons, Angus Taylor, Beijing to Hong Kong
Simmons, Lou Anne, Paris to Bonn
Sinozich, John D., Rome to Paris
Sisk, Charles H., Guangzhou to Sydney
Siverson, Sandra E., Foreign Service Career Development and Assignments to Tokyo
Skaltsounis, Helen G., La Paz to Quito
Skodon, Emil M., Berlin to Foreign Service Institute
Skotzko, Waldimir, New Delhi to Near Eastern and South Asian Affairs
Skud, Timothy Einar, Maseru to Foreign Service Institute
Smith Jr., James D., Maputo to African Affairs
Smith, Earl Garren, Bordeaux to Foreign Service Institute
Smith, Lamonte C., Moscow to Hong Kong
Smith, Samuel Vick, Commerce Department to Economic and Business Affairs, Office of Development Finance
Snellgrove, Trevor Andrew, Budapest to Consular Affairs
Spake II, Harold E., Jakarta to Abidjan
Spillane, John P., Israeli and Arab-Israeli Affairs to Organization for Economic Cooperation and Development, Paris
Spitzform, Kenneth G., Manila to Athens
Spradley, E. Webb, Havana to St. Johns
Springer, Stephen, Inter-American Affairs to San Salvador
Stadius, Bernarr L., Port-au-Prince to Manila
Stahl, Kenneth C., Office of Communications to Mogadishu
Stalls, Anita Lancaster, La Paz to Inter-American Affairs
Stanfield, Sylvia G., Beijing to East Asian and Pacific Affairs
Starr, Dennis Julian, Jakarta to Djibouti
Stearns, Monteagle, European Affairs to Athens
Stebbing, David H., Commerce Department to Guatemala
Steen, Charles W., European Affairs to Berlin
Sternberg, Michael D., Rome to Thessaloniki
Stitt, Mary P., Equal Employment Opportunity and Civil Rights to Mexico
Stover, John J., Mogadishu to Office of Communications
Straub, Margaret E., Dacca to Near Eastern and South Asian Affairs
Strong, James Francis, European Affairs to Bonn
Stump Jr., Charles C., Kuwait to Office of

FOREIGN SERVICE INSTITUTE—Graduates of the Foreign Service secretarial training class, standing, left to right: *Mary Haynes, Debra Long, Sue Howland, Mary Ann Langen, Patty Arnett, Phyllis Howard, Deborah Carpenter, Donna Garrett* (faculty), *Stephanie Balnaites, Barbara Dooley, Marion Dattel. Jean Wax, Ramelle Newman, Helen Lawing, Odelia Conlon.* Left sofa, left to right: *Kay Maslanka, Yvonne Evans, Claire Hendrickson, Zeta Trim, Mae Roman.* Right sofa, right to left: *Christine Everhart, Lillian Treiber, Martha Leiker, Edna Foster, Carol Natwick.* Not shown: Karen Clevinger.

Communications
Sullivan, Daniel P., Intelligence and Research to Singapore
Swiers, Peter Bird, Kuala Lumpur to Politico-Military Affairs
Swing, William L., African Affairs to Monrovia
Swope, Mary Elizabeth, Foreign Service Institute, Language Training to Paris
Tapp, William F., Office of Communications to Manila
Taubenfeld, Rita, Intelligence and Research to Mexico
Taylor, Paul Daniel, Madrid to Guatemala
Taylor, William T., Near Eastern and South Asian Affairs to Riyadh
Telles, Erminio, Office of Communications to Brasilia
Temple, Wesley D., Manila to Office of Communications
Terry, Donald M., European Affairs to Brussels
Thyden, James E., Reykjavik to Intelligence and Research, Northern and Central Europe
Tienken, Arthur T., Libreville to Foreign Service Career Development and Assignments
Tobias, Barbara J., Monrovia to Foreign Service Institute
Treiberg, Lillian E., European Affairs to Stockholm
Tuberson, Raymond C., Athens to Amman
Tull, James L., Santo Domingo to Nicosia
Turco Jr., Andrew R., Ankara to Office of Communications
Turk, Lynn Joseph, Foreign Service Institute, Language Training to Berlin
Tuttle, Eugene P., Montreal to Antananarivo
Valois, Terry L., Office of Communications to Karachi
Van Houten, Melvin J., Seoul to Islamabad
Vanderrhoer, James P., Foreign Service Institute, Language Training to Istanbul
Vanell, David A., Near Eastern and South Asian Affairs to Kathmandu
Vershbow, Alexander Russel, Moscow to Soviet Affairs
Viets, Richard Noyes, African Affairs to Amman
Villarosa, Sharon English, Junior Officer Corps to Bogota
Visner, Samuel S., Kinshasa to Office of Communications
Von Arx III, Emil, Abidjan to Kathmandu
Walker Jr., Julius W., Monrovia to Ouagadougou
Walker, Ruth R., Naha to Bonn
Walsh, James Donald, Commerce Department to Antwerp
Walsh, James Patrick, Hamburg to Bogota
Ward, Catherine E., Valletta to Dhahran
Ward, Terry R., European Affairs to Madrid
Warne, W. Robert, Inter-American Affairs to Kingston
Warren, Ward W., Near Eastern and South Asian Affairs to New Delhi
Washington, Glider, Abidjan to Frankfurt
Watkins, Richard G., Lilongwe to Andean Affairs
Watson, Alexander F., La Paz to Bogota
Watts Jr., Robert Merwin, Junior Officer Corps to Ponta Delgado
Wauchope, Keith L., Bamako to Foreign Service Career Development and Assignments, Africa
Wauchope, Linda McIntosh, Bamako to African Affairs
Webb, Haven N., Oslo to European Affairs
Weeks, Richard Hamilton, Jerusalem to Johannesburg
Wegner, Pamela M., Manila to Santo Domingo
Weinland, Helen, Lagos to Foreign Service Institute, Language Training
Weiser, Lawrence W., Tel Aviv to Paris
Wells, Carla Gayle, African Affairs to Kampala
Welsh, William B., Office of Communications to Monrovia
Whitaker, Kevin M., United Kingdom to Intelligence and Research, Current Intelligence Staff
White, Katherine M., Madrid to Bureau of Personnel, Performance Evaluation
Whitehouse Jr., John H., European Affairs to Stockholm
Whitman, Gerald J., Inter-American Affairs to Barranquila
Whitney, Peter D., Inter-American Affairs to Santiago
Wiener III, Howard C., Bogota to Paris
Wiener, Sharon Anderholm, Bogota to Paris
Willa, Stuart A., Frankfurt to Kinshasa
Williams, John Scott, London to Office of Communications
Wilson, Edward, Foreign Service Institute, Language Training to Belgrade
Winn, David M., Near Eastern and South

BUREAU OF PERSONNEL—Personnel officer *Geraldean White*, right, receives retirement plaque from director general *Joan Clark*.

TOKYO—Ambassador *Mike Mansfield* with *Hiroko Wada*, visa specialist, who retired after 31 years of U.S. Government service. Her father, a former employee of the embassy, also retired after many years of service.

Asian Affairs to Dakar
Winter, Andrew Jan, Rio de Janeiro to Bureau of Per[illegible]
Woltman[illegible] Edward C., Vienna to Panamanian Affairs
Womack, Barbara Jean, Port-au-Prince to Cairo
Wood, Robert W., Jakarta to Office of Communications
Wooll, Irving D., Information Systems Office to Brussels
Wooster, Elizabeth B., Ottawa to New Delhi
Worth, David T., Jakarta to East Asian and Pacific Affairs
Wright, Orrin M., Office of Communications to U.S. Mission to Geneva
Wright, William D., Sao Paulo to Dakar
Wright, William H., Jakarta to East Asian and Pacific Affairs
Wynne, Willard J., Mogadishu to Capetown, South Africa
Youle, John J., Montevideo to Quito
Zinoman, Murray David, Office of Cooperative Science and Technology Programs to Kuala Lumpur
Zobell, Herbert F., Brazil to Inter-American Affairs

Resignations

Bardon, Marcel, United Nations Educational, Scientific and Cultural Organization (UNESCO)
Barney, Kathryn A., Santo Domingo
Boas, Edith Louise, U.S. Mission to Geneva international organizations
Bowman, Karen, Ankara
Brockman, Nancy, Mexico
Burton, Dawson, Mexico
Cashell, Helen D., Bureau of Inter-African Affairs
Chavera, Gilda M., Monterrey
Davidson, Alma Kay, Havana
Furman, Bradley, Port-au-Prince
Henke, Debra D., U.S. Department of Commerce
Hewes-Manapol, Kenneth F., Kingston
Hodges, Deborah Lynne, Nassau
Hughes, Janice P., Asuncion
Kristianson, Phyllis J., Sao Paulo
Lee, Samuel S. H., East Asian and Pacific Affairs
Lenahan, Walter Clair, Beijing
Lyman, Donald Roy, Mexican Affairs
Miller, Peggy Ann, Madrid
Morris, Maria K., Mexico
Morris, Scott Richard, Kingston
Mulloy, Henry E., Mexico
Murdoch, Leila, Mexico
Obluck, Garrett, Mexico
Ode, Robert C., Inter-American Affairs
Orr, Maria Teresa, Monterrey
Ortega, Eva P., Tegucigalpa
Pryce, Kathy E., Mexico
Reilly, Andrea J., Managua
Seay, James Douglas, Intelligence and Research, Current Intelligence Staff
Shannon, William V., Dublin
Smith, Carolyn A., Ankara
Smyser, William R., Refugee Programs
Snyder, Carol Charlene, San Salvador
Soto, Ralph, Mexico
Soto, Roberto, Mexico
Soto, Simon, Mexico
Starrett, Samuel D., Commerce Department
Staszak, William J., Mexico
Stouffer-Calo, Anne R., Montevideo
Teller, Dirck, Brasilia
Villalobos, James J., NATO
Wheeler, Virginia J., Bridgetown
Young, Steven, Mexico

Correction

The name Michael Howland did not belong on the list of resignations prepared by the Department for STATE's October issue. He has not resigned.

Retirements

Crump, John E., The Hague
Elkington, Anna G., Bucharest
Gabrielsen, Eleanor M., Organization for Economic Cooperation and Development, Paris
Gatti, Coradino E., Berlin
Gleysteen Jr., William H., East Asian and Pacific Affairs
Hibbs, William F., Foreign Service Institute, Language Training
Horan, Harold E., African Affairs
James, Hazel D., Office of Operations, Supply, Transportation and Procurement Division
Kennedy Jr., Moorhead C., Foreign Service Institute
Kreisberg, Paul H., Office of the Secretary, Policy Planning Staff
Murray, Geraldine L., Visa Operations
Pollock, Mary S., Economic and Business Affairs
Puryear, Robert M., Frankfurt
Scanlon, Thomas J., Bern
Scott, Walter L., Manila
Smith, Clint E., Bucharest
Soderberg, Helen G., London
Weers, Marjorie R., Copenhagen
White, B. Geraldean, Bureau of Personnel, Employee Relations, Foreign Nationals Division
Wiley, Marshall W., Near Eastern and South Asian Affairs
Williams, John E., Commerce Department ■

Bureau Notes

Secretary's Office

On September 15, SECRETARY HAIG traveled to New York to meet with Israeli PRIME MINISTER BEGIN. SHERWOOD GOLDBERG, executive assistant to the Secretary, accompanied Mr. Haig. The Secretary traveled to Grand Rapids, Mich., September 17-18, for the opening of the GERALD FORD Presidential Library and met with Mexican President LOPEZ PORTILLO, Canadian PRIME MINISTER TRUDEAU and former French President GISCARD D'ESTAING. Accompanying the Secretary were MRS. HAIG, Mr. Goldberg, E. ANTHONY WAYNE, special assistant to the Secretary; JOSIAH ROSENBLATT, Secretariat Staff; and BONNIE ROBERTS, secretary.

The Secretary visited New York, September 20-25, September 27-30, and October 1-2, to participate in the UN General Assembly and to hold bilateral discussions with foreign leaders there. Mrs. Haig accompanied the Secretary, along with WALTER B. STOESSEL, under secretary for political affairs; MYER RASHISH, under secretary for economic affairs, and other top-ranking officials of the Department, members of their staffs and members of the Executive Secretariat. On September 26, during the General Assembly session, Secretary Haig returned to Washington for a Cabinet meeting, and traveled to Hot Springs, Va., to address the National Association of Manufacturers. Accompanying him were Mrs. Haig; Mr. Goldberg; LINDA WESLAR, staff assistant, and KATHERINE BACKUS, special assistant to the Secretary. ☐

OFFICE OF PROTOCOL

New employees are JUDY KNOWLES, LEWIS WENDELL and MARTY COYNE. DAWN ALLENBACH has transferred to the Bureau of International Organization Affairs, and BILL SITTMANN has joined the Bureau of Administration. MARY MASSERINI went to Grand Rapids, Mich., to assist with the dedication of the Ford Library, which was attended by PRESIDENT REAGAN, President LOPEZ PORTILLO of Mexico, Prime Minister PIERRE TRUDEAU of Canada, Foreign Minister MASAYOSHI ITO of Japan and former French President VALERY GISCARD D'ESTAING. PATRICK DALY escorted the presidential delegation to Belize, for Belize's independence ceremony. TOM NASSIF traveled to Cacun, Mexico, to advance the President's impending trip. RICHARD GOOKIN escorted a presidential delegation, headed by VICE PRESIDENT BUSH, to Caracas for the funeral of former Venezuelan President ROMULO BETANCOURT. The office staff gave a surprise party to celebrate the 30th wedding anniversary of protocol chief LEONORE ANNENBERG and her husband, WALTER, the former ambassador to Great Britain. ☐

Administration

EXECUTIVE OFFICE

SARA MADDUX joined the office on August 10 to assume her duties as chief, Personnel Management Division. FRANCES YOUNG, budget officer, has joined the Financial Management Division, from her previous assignment in the Office of Refugee Affairs. DENNIS HAYS, formerly of the Management Division, began his studies in September toward the master-of-public-administration degree at Harvard University. ☐

OFFICE OF COMMUNICATIONS

A recent reorganization has resulted in splitting the Programs and Engineering Division into two separate divisions: Programs and Engineering, with BOYD S. KOFFMAN as chief, and Maintenance and Logistics, with ROBERT F. SCHELLER as chief. Both divisions are in State Annex 7.

JEAN A. GILBERTSON, special assistant, traveled to Brussels with a team from the Office of the Inspector General that was to perform an inspection of the U.S. Mission to NATO. SIDNEY REEVES, former communications officer in Havana, recently joined the Operations Staff.

BUREAU OF ADMINISTRATION—Assistant Secretary *Thomas M. Tracy*, center, presents Superior Honor Award to *Dennis K. Hays*, left of center, for his efforts in support of presidential and vice presidential travel abroad. Others at the ceremony, from left: *Jeffrey C. White*, Office of the Assistant Secretary; *Michael Newell*, administrative coordinator for presidential travel; *Alfred O. Haynes*, deputy executive director.

KAMPALA, Uganda—It's a Meritorious Honor Award for *Thomas M. Casey,* center, communications program officer. With him are Ambassador *Gordon R. Beyer* and his wife, Mary.

RUSH LANTZ, from Luxembourg, assumed new duties as an instructor in the Communications Training Division.

New employees in the Programs and Engineering Division are engineers E. LEE HARPER, from the National Aeronautics and Space Administration, and ROLANDO PIANSEY, from the Naval Facilities Engineering Command, and communications electronics officer R. VANCE BLAKELY, formerly with White House communications. Returning to the division from overseas assignments were GEORGE GREEN, from Bonn; STEVEN NEWBERG, from Canberra; JAMES TUTEN, from Dakar; and ASBURY MILLS, from London. WILFORD SAYLOR departed on assignment to Karachi.

The following were in the Department on consultation recently: EDWARD WILSON, Amman; DAVID NEUSER, Dhahran; ROBERT SURPRISE, Dakar; ROBERT MORRIS, Rio de Janeiro; SIDNEY REEVES, Department; EDWARD VAZQUEZ, Monrovia; DONALD BOISSONNAULT, Bonn; AUDREY SCHENCK, Geneva; RICARDO CHIARELLA, San Salvador; FRANK MORGAN, London; RITA ZUKAUSKAS, Department; GEORGE SMITH, U.S. mission to NATO, Brussels; GREGORY TYSON, Bogota; STEVEN NEWBERG, Department; DAVID SMITH, New Delhi; and RICHARD GEARY, Paris.

Personnel who completed courses in the Training Division included RICHARD HEROLD, Porto Alegre; PATRICIA LIMERI, Reykjavik; VIVIAN FORD, Sofia; MARY CHIN, Guangzhou; PHILIP LATASA, Barcelona; JEAN PETERSON, Abu Dhabi; ROBERTO RODRIQUEZ, Lisbon; ROBERT SURPRISE, Dakar; THOMAS BELL, Tel Aviv; RUSH LANTZ, Department; ENRIQUE GARCIA, Brussels; ROBERT EARL, Department; ARTHUR FLOURNOY, Department; DENNIS ORTBLAD, Krakow; NICK ADAMS, Maputo; MIKE CHIAVENTONE, Lilongwe; and GREGORY TYSON, Bogota. ☐

OFFICE OF SECURITY

The acting deputy assistant secretary for security, MARVIN GARRETT, attended the International Association of Chiefs of Police convention in New Orleans with WILLIAM DECOURCY, ED LEE and ROGER ROBINSON, September 26-October 1. CHRIS DISNEY of the Dignitary Protection Division concluded an assignment October 8 as the Department's coordinator for security for delegates to the UN General Assembly in New York. Special agent JOHN GIBBONS, DAVE HARRISON and JIM BURKE were preparing security arrangements for foreign dignitaries attending the Yorktown bicentennial, October 17-19. DARRYL RASHKIN was agent-in-charge of security for Chinese Vice Premier FANG YI, who visited Washington, Los Angeles and San Francisco. JEFF BOSWORTH was agent-in-charge of security for QUEEN SOPHIA of Spain during her recent state visit. Domestic Operations chief BOB BANNERMAN reported that the recently-completed renovation of the Diplomatic Lobby would significantly enhance security in Main State. NICK PROCTOR, BRUCE TULLY, JOHN JARRELL and ED LEE of the Education and Training Staff have commenced a special agent training course for 14 recently-hired personnel. Agent JIM PRIETSCH is presently working at the Marine security guard school, in Quantico, Va., to assist in training select Marine Corps personnel for duty at U.S. diplomatic posts.

Special agent GRACE GOODIER recently departed the Education and Training Staff, on leave without pay, to join her husband in Asuncion, Paraguay. Agent JERRY McGRATH has prepared an in-service training course on terrorism and crisis management, to be held November 30-December 2 and December 22-24. On September 14-16, EDWARD L. LEE II and NICKOLAS PROCTOR departed for the Federal Law Enforcement Training Center at Glynco, Ga., to negotiate a training agreement with the staff there for special agents and in-service training. Special agent BRUCE TULLY was on temporary duty in New York, September 25-29. CAMILLE NAPOLETANO was designated the Office of Security coordinator for the 1982 Combined Federal Campaign. ☐

LANGUAGE SERVICES DIVISION

ZAKI ASLAN traveled to Spain to interpret for a meeting between SECRETARY HAIG and PRINCE FAHD of Saudi Arabia, September 12. STEPHANIE VAN REIGERSBERG flew to Grand Rapids, Mich., September 17, to assist PRESIDENT REAGAN in his meeting with President LOPEZ PORTILLO of Mexico at the opening of the Ford Museum. ANTHONY HERVAS accompanied Vice President Bush on his September 15-17 visit to Mexico. ALEC TOUMAYAN interpreted for the chairman of the French joint chiefs of staff, September 15-17, in Washington and Norfolk. The program included meetings with Secretary Haig in the Department, and the U.S. Joint Chiefs of Staff. VIVIAN CHANG, NEIL SEIDENMAN, HARRY OBST, Ms. van Reigersberg, DIMITRY ARENSBURGER and SOPHIA PORSON traveled to New York to provide interpretation for the Secretary in his meetings with the foreign ministers and other high-ranking officials of many countries, during the UN General Assembly. From September 28-October 5, Mr. Toumayan assisted in Abidjan during meetings with Ivory Coast officials, including the President. Mr. Barnes accompanied Vice President Bush to Caracas, October 1-3, for the funeral of former President ROMULO BETANCOURT. DIMITRY ZARECHNAK traveled to Moscow to interpret for grain consultations, September 27-October 4.

Reporter MARIE TAYLOR covered the UN General Assembly briefings in New York, the week of September 27. Mr. Toumayan interpreted for a meeting between the President of Niger and the Vice President, October 6, and a meeting between Secretary Haig and the Moroccan foreign minister, October 7. HELEN KAPS assisted at the meeting between the Secretary and the Tunisian foreign minister, October 8. Mr. Hervas returned on October 10 from U.S.-Spain base talks in Madrid. DIMITRY ARENSBURGER and LORALYN ANDERSEN-PETRIE departed for Geneva, October 8, for the session of the U.S.-Soviet Standing Consultative Committee. ☐

African Affairs

Assistant Secretary CHESTER A. CROCKER and deputy assistant secretary LANNON WALKER traveled to New York on several occasions to meet with their African counterparts attending the UN General Assembly session. On October 5, Mr. Crocker addressed the Council on Foreign Relations, in New York, on "U.S. Interests in Africa."

Office of Inter-African Affairs: ALBERT E. FAIRCHILD, alternate director, spoke to the Africa strategic minerals seminar, at the Industrial College of the Armed Forces, on the U.S. assistance program to sub-Saharan Africa, October 14. MARIE HUHTALA has transferred to the Office of West African Affairs, where she is country officer for Chad, Upper Volta and Niger. JENNIFER WARD has departed to take a political counselor job in Kinshasa. JANEAN MANN is the new senior regional affairs officer.

Economic Policy Staff: ROBERT M. PRINGLE, director, attended the policy-level meeting of the aid consortium, Cooperation for Development in Africa, in Ottawa, September 21-23. He addressed a conference on trade and investment in Africa, sponsored by the Harlem Third World Trade Institute, in New York, September 25. MARY LEE GARRISON was State representative on the U.S. delegation to the Senegal co-donor meeting, in Paris, October 19-21. LAURA FAUX-GABLE has replaced CORNELIA BRYANT as commercial coordinator.

Office of West African Affairs: The sixth round of U.S.-Nigerian economic talks were held in Washington, September 8-9. The two delegations were led by VICE PRESIDENTS BUSH and EKWUEME, who signed agreements in the fields of health and education at the conclusion of the talks. On September 9, KAY CLARK-BOURNE, deputy director, briefed senior Gulf officials, in Houston, on the political and economic situation in Nigeria. ROBERT L. BRUCE, director, attended the Secretary's luncheon for Organization of African Unity delegation leaders to the UN General Assembly, in New York, September 29. Ms. Clark-Bourne was notetaker for the Secretary's meeting with Nigerian Minister of External Affairs Audu, in New York, September 24, while NANCY MORGAN, Ivory Coast, Benin, Togo and Guinea desk officer, took notes, October 2, for his meeting with the Senegalese foreign minister.

JACK BRYANT, chief post management officer, in the Office of the Executive Director, attended a property management conference, in Bonn, Germany, September 29-October 1.

He also visited, in early October, Khartoum, Sudan, for consultations on administrative matters. □

Arms Control and Disarmament Agency

Director EUGENE V. ROSTOW, accompanied by public affairs director JOSEPH D. LEHMAN, visited London, Brussels and Bonn, September 25-October 13, on his first trip to Europe, for consultations with North Atlantic allies. In Brussels, Mr. Rostow met with U.S.

ABIDJAN, Ivory Coast—Ambassador *Nancy V. Rawls*, right, presents Meritorious Honor Award to secretary *Kay M. Flynn*.

embassy, NATO and Belgian officials. He also visited the headquarters of the supreme allied commander in Europe, for meetings with General BERNARD W. ROGERS and his senior staff. The director addressed the inaugural session of the British Atlantic Committee, in London, and conferred with American embassy and British officials. He also addressed meetings of the Pilgrims Society, the Royal Institute and the Ditchley Foundation. He met with Chancellor HELMUT SCHMIDT, in Bonn, as well as with other West German officials, including Foreign Minister HANS-DIEDRICH GENSCHER. He delivered an address on "Prospects for Arms Control," at a meeting of the West German Foreign Policy Association. In all three capitals, Mr. Rostow held press conferences and gave interviews.

The President has appointed RICHARD F. STAAR as the U.S. representative to the mutual-and-balanced-force-reduction (MBFR) negotiations, in Vienna, effective September 11. Mr. Staar, assigned to the Department, is a graduate of Dickinson College and holds a doctorate from the University of Michigan. A scholar and expert on Soviet and eastern European affairs, he was with the Hoover Institute before joining the Department. JOSEPH A. PRESEL, a career Foreign Service officer, is on detail to the agency, and will serve as executive secretary. A graduate of Harvard, he has served in Ankara, Paris and Moscow. Captain WILLIAM D. MUNSEY has been detailed to the agency by the Navy. He holds a bachelor's in political science, and a master's in foreign affairs, from George Washington University. He attended the Naval War College, and has had extensive experience as a staff and plans officer in both the European and Pacific commands. JOHN E. GRASSLE, the agency's new security officer, is a Foreign Service officer who has had assignments in Beijing, Tehran, Abidjan, Prague and Frankfurt. He had temporary duty in Helsinki and Vienna, with the American delegation to the strategic arms limitation talks (SALT). ROBERT EINHORN has returned to the agency from a year's duty with the Carnegie Endowment for International Peace, where he served as director of the Face-to-Face Program. KATHLEEN STRANG has returned from a year's sabbatical at Harvard's John F. Kennedy School of Government. PIERCE S. CORDEN has completed a seven-month assignment on Capitol Hill, under the agency's Senior Executive Service training program. THOMAS W. GRAHAM has left the agency to obtain his doctorate in political science from Massachusetts Institute of Technology. KATHERINE D. McMANUS has left the agency to attend the University of Pennsylvania law school. □

SANTO DOMINGO, Dominican Republic—*E. Lloyd Davis*, right, counselor for administration, is presented Meritorious Honor Award by Ambassador *Robert L. Yost* for his performance as administrative officer in San Salvador during a period of over one year in which the embassy chancery was the target of demonstrations, attempted bombings, machine-gunnings and two rocket attacks.

Office for Combatting Terrorism

FRANK H. PEREZ, acting director, addressed a group of business leaders, September 2; the Media-Diplomat Seminar, September 21; the International Symposium on Maritime Security and Terrorism, September 22; the World Federalist Association, September 22; the annual meeting of the International Association of Chiefs of Police, in New Orleans, September 27; a seminar at Georgetown University, September 30; and the International Scientific Conference on Terror and Terrorists, in New York, October 3. During this period Mr. Perez also was interviewed on a number of television programs, including "Today," "Good Morning, America," and "Night Line." RICHARD HIGGINS spoke to civic groups and university audiences in Champaign and Peoria, Ill., September 23-24, on U.S. policy and programs regarding international terrorism.

ALAN EASTHAM spoke September 21 at Bethany College, W.Va., on international terrorism. On October 6, Mr. Eastham discussed federal interagency coordination on terrorism at the judge advocate general's school in Charlottesville, Va. □

Consular Affairs

Assistant Secretary DIEGO C. ASENCIO conferred with Notre Dame president THEODORE HESBURGH, October 9, in South Bend, Ind., on immigration policy. On October 13, Mr. Asencio addressed the International Social Service, in New York, on "Adoption Procedures and Child Custody Matters." ALFONSO ARENALES, special coordinator for consular legislative and public policy, attended the border governors' conferences in El Paso, Tex., and consulted with Hispanic leaders, in Houston, October 5-7. NANCY LEES joined the front office of Consular Affairs, August 24 as staff assistant, replacing ELIZABETH BERUBE, now head of the consular section in Karachi. □

OVERSEAS CITIZENS' SERVICES

The last two weeks in September and first week in October, several officers traveled abroad on official business. JOYCE GUNN and TERESA HOBGOOD traveled to Foreign Service posts in Canada for consultation regarding services to Americans there. They visited Ottawa and Toronto together; then Ms. Hobgood traveled east to Montreal, Quebec and Halifax, while Ms. Gunn traveled west to Winnipeg, Calgary and Vancouver. JAMES E. RITCHIE traveled to Mexico City, then to Bolivia and Peru, on consultation pertaining to situations confronting American prisoners abroad, and consular services to Americans in those countries. From September 21-24, ROBERT TSUKAYAMA attended a Social Security Administration conference for federal benefits officers in Athens. On return, he stopped over in Frankfurt and London for consultation on federal benefits services.

The following attended training programs: DELILIAH GIBSON (Reading Development Skills, Section II); DONALD B. WALLACE (Foreign Affairs Interdepartmental Seminar); EDWARD H. WILKINSON (Program Director's Management Seminar); and ANN COVINGTON (Basic Consular Course). The Executive-Congressional Relations Seminar was attended by ELIZABETH KIRINCHICH, KERRY HOLMES and REBA RHYNE, October 5-9.

VISA SERVICES—*Robert W. (Bill) Maule,* deputy assistant secretary, receives a "Tip of the Hat" from *Betty Anderson* to send him off to his new consul general position in London.

From September 14-October 9, Mr. Tsukayama participated as the Department's coordinator in the joint Department of State/Social Security Administration/Veterans Administration Federal Benefits Training Program, held for Foreign Service national employees in Washington and Baltimore. Participating national employees came from Rome, Genoa, Paris, London, Dublin, Vienna, Mexico, Monterrey, Athens and Panama. ☐

PASSPORT OFFICE

During September, J. DONALD BLEVINS, deputy assistant secretary, visited regional offices in Boston, Chicago, New York, Philadelphia and Stamford. He was guest speaker at the New York Travel Writers Association meeting, October 14. VIVIAN FERRIN, associate director of the Passport Office, visited the Miami Regional Office, September 21-22, to finalize new office space. MARLENA SCHWARTZ, chief, Acceptance Facilities and Insular Coordination Division, and LUCILLE HERNANDEZ, Office of Citizenship, Appeals and Legal Assistance, consulted with the staff of the Passport Office in San Juan, Puerto Rico, the week of September 21. TOMMYE GRANT, Acceptance Facilities and Consular Coordination Division, consulted with the staff of the Passport Office in American Somoa. EUGENE T. SHEEHAN, chief, Evaluation and Standards Division, spoke at the consular conference in Costa Rica, the week of September 21. ☐

VISA OFFICE

LOUIS P. GOELZ, deputy assistant secretary, left Washington, September 21, to attend the in-country consular officers meeting in Sao Paulo, Brazil. While in Brazil, he visited in Brasilia, where he met with Brazilian consular officials. He also went to Rio for consultations. He returned to Washington on the 26th. Mr. Goelz participated in a panel on "Facilitating Travel to the United States," October 7. This was part of the second annual energy and tourism conference at the L'Enfant Plaza Hotel, sponsored by the Congressional Travel Caucus and moderated by Representative Margaret Heckler (R.-Mass.). NORMAN SINGER, director, field support and liaison, traveled to Bonn and Frankfurt, to discuss possible centralization of visa issuance, and to London, October 7-10, to review plans for renovation of the consular section. DONALD MUDD, chief, Post Liaison Division, traveled to Belize, Honduras, Nicaragua and El Salvador, for consultations on visa operations, September 16-25. TAYLOR BLANTON, refugee coordinator, traveled to Pago Pago, Bangkok, New Delhi, Karachi and Islamabad, for familiarization with refugee processing, September 19-October 10. EDWARD KREUSER, associate director, addressed members of the Travel Industry Association, October 13. New arrivals in the Visa Office include BRUCE KEELING and TONY SARIDIKIS, Advisory Opinions Division; and ROBERT NELSON, Post Liaison Division. ☐

Economic and Business Affairs

Assistant Secretary ROBERT D. HORMATS testified, September 15, before the Joint Economic Committee, Subcommittee on Agriculture and Transportation, on the role of agriculture in U.S. foreign economic policy. On September 18, he spoke on the "New Challenges in International Investment Policy," before the plenary session of the Economic Policy Council of the United Nations Association. He testified before the Subcommittee on Energy, Nuclear Proliferation and Government Processes, of the Senate Committee on Governmental Affairs, October 14, on the proposed Siberia-to-western Europe natural gas pipeline.

Senior deputy assistant secretary ERNEST JOHNSTON and JAMES TARRANT, director of the Office of Commercial Affairs, participated in the recent eastern Europe economic and commercial officers conference. Mr. Johnston served as moderator for the conference, in Garmisch, Germany, September 21-23. MICHAEL CALINGAERT, deputy assistant secretary for international resources and food policy, served as U.S. representative to the annual meeting of the International Coffee Organization, in London, September 14-24, where agreement was reached on an export quota regime for the 1981-82 coffee year. Mr. Calingaert, appointed chairman of the Commissioning and Tenure Board by the director general of the Foreign Service, has assumed those duties.

ECONOMIC AND BUSINESS AFFAIRS—*Joyce L. Thomas*, administrative officer on the executive staff, is presented a Superior Honor Award and cash award by Assistant Secretary *Robert D. Hormats*.

ANN L. HOLLICK, director of the Office of International Commodities, consulted with Embassy London, September 17-18, and met with officers of various commodity organizations based in London. Ms. Hollick participated in the annual convention of the American Mining Congress in Denver, September 28-30, where she cochaired a session on the implementation of environmental regulations. MILTON DRUCKER of the Commodity Policy Division attended the seabed mining sessions of the mining congress. The chief of the Commodity Policy Division, LEWIS COHEN, spoke before the annual meeting of the American Society for Metals in Cincinnati, September 22, on the deep seabed as an alternative source of strategic materials. JOHN ANDRE of the same division attended the UN Committee on Trade and Development's third meeting of the preparatory commission of the Common Fund, in Geneva, Switzerland, September 19-26.

The chief of the Industrial and Strategic Materials Division, JAMES C. TODD, headed the U.S. delegation to the September 23-25 special session of the International Natural Rubber Council, in Kuala Lumpur. The council completed arrangements for the operation of the natural rubber organization's buffer stock. Mr. Todd and ELIZABETH BOLLMAN, on consultation from her position as regional resources officer in Lima, attended the American Mining Congress annual convention in Denver, where they participated in a meeting of the Minerals Availability Committee. DAVID WILSON, the assistant chief of the Industrial and Strategic Materials Division, served as alternate U.S. representative to the annual meeting of the International Lead and Zinc Study Group, in Geneva, October 1-9.

JIM WOOLWINE of the Tropical Products Division attended a seminar sponsored by the Organization of American States, in Panama City, October 5-7, on the production and marketing of bananas and the prospects for an international banana agreement.

Employees who have entered the bureau include JACK SHEERIN and VIVIAN HALYARD, Planning and Economic Analysis Staff; GILBERT J. DONAHUE and ROBERT D. GOLDBERG, Industrial and Strategic Materials Division; LAWRENCE S. MONDSCHEIN, Office of Monetary Affairs; LARRY W. ROEDER JR. and PAULA VERKUILEN, Office of East-West Trade; W. WYATT MARTIN, Office of Aviation; PETER C. BRUCE, Aviation Programs and Policy Division; and MARY CATHERINE KIRK, Aviation Negotiations Division. □

European Affairs

Assistant Secretary LAWRENCE S. EAGLEBURGER spoke on "U.S.-Canada Relations," at the Center for Inter-American Relations, in New York, October 1. He was accompanied by WINGATE LLOYD, director, Office of Canadian Affairs. Deputy assistant secretary JOHN D. SCANLAN attended October 13 talks in Tokyo with Japanese foreign ministry specialists on Soviet affairs. Accompanying him were GEORGE C. RUECKERT and LARRY C. NAPPER of the Office of Soviet Union Affairs.

CHARLES R. BOWERS, executive director, traveled in September to Moscow, London, Belfast and Edinburg, for consultations on administrative and management matters, as well as to review the progress of the new chancery construction project in the Soviet Union capital. H. CLARKE RODGERS, personnel officer, visited London, Sofia, Bucharest, Prague, Warsaw, Paris and Madrid, October 3-22, to discuss personnel issues and assist in evaluating the building project in Sofia.

New ambassadors arriving at northern European posts included JOHN J. LOEB JR. in Copenhagen and JOHN E. DOLIBOIS in Luxembourg. Ambassador FAITH WHITTLESEY, Switzerland, was sworn in October 1. Ambassador ABRAHAM KATZ, U.S. representative to the Organization for Economic Cooperation and Development, was in Washington, September 25-October 2, to accompany the organization's secretary general, EMILE VAN LENNEP, on his calls on senior Washington officials. Among others, they called on cabinet secretaries MALCOLM BALDRIGE and JAMES EDWARDS, chairman MURRAY WEIDENBAUM of the Council of Economic Advisers, and U.S. trade representative WILLIAM E. BROCK. Ambassador MAX KAMPELMAN, U.S. representative to the Madrid follow-up meeting of the Conference on Security and Cooperation in Europe, visited Brussels, October 12, to participate in a North Atlantic Council meeting on the Conference on Security and Cooperation in Europe. Mr. Kampelman was accompanied by acting deputy assistant secretary DAVID C. GOMPERT and BRUCE BURTON of the Office of European Security and Political Affairs. After the NATO session, Mr. Kampelman traveled to Vienna, Stockholm, London, and Bern, to consult on conference issues.

NELSON LEDSKY, minister, U.S. mission in Berlin, accompanied Berlin GOVERNING MAYOR VON WEIZSAECKER on his trip to Washington, September 14-18. BRADFORD MILLER, economic officer of the Office of Canadian Affairs, participated in U.S.-Canada trade consultations in Ottawa, October 14-16. R. C. PORTER, environmental officer on the Canadian desk, was in Ottawa, October 5-8, to attend the semiannual meeting of the International Joint Commission. JOHN C. KORNBLUM, director, Office of Central European Affairs, participated in the Haig-Genscher breakfast meeting at the UN General Assembly, September 21-22. On October 5, Mr. Kornblum attended a luncheon in New York hosted by the American Council on Germany, in honor of WILLY BRANDT. Mr. Kornblum also accompanied Under Secretary WALTER J. STOESSEL to Bern and Bonn, and consulted in Hamburg and the U.S. mission in Berlin, October 15-24. JAMES D. BINDENAGEL, economic/commercial officer, Federal Republic of Germany desk, participated in the East-West economic officers conference, in Garmish, and consulted in Bonn and

ROME—In the minicomputer center are employees who received a $300 cash award for their work. From left: *Antonio Agostini, Suzanne Rosenthal, Franco Marcucci, Rosanna Troisi, Jeffrey Balestra, Amelia Rocca, Grazia Mastrocola, Marzia Benini.* Not pictured: Robert W. Kepler.

Hamburg, September 16-26. JAMES E. TOBIN, Berlin desk officer, Office of Central European Affairs, consulted in Berlin, Bonn, London and Brussels, September 16-26.

ROBERT L. FUNSETH, director, Office of Northern European Affairs, participated in the Secretary's UN General Assembly bilaterals with United Kingdom Foreign Secretary LORD CARRINGTON, Luxembourg FOREIGN MINISTER FLESCH and Belgian FOREIGN MINISTER NOTHOMB. RICHARD A. SMITH JR., officer-in-charge of Benelux affairs, visited six Benelux posts recently. SANDY VOGELGESANG, director, Office of Regional Political-Economic Affairs, accompanied Under Secretary MYER RASHISH to Paris for the Organization for Economic Cooperation and Development executive committee in special session, October 12-13.

On October 1, Lieutenant Colonel THOMAS C. SUTER of the Defense Policy Section, Office of European Security and Political Affairs, discussed U.S. policy in western Europe with a group at the National Defense University, Industrial College of Armed Forces, in Washington. Lieutenant Colonel JOSEPH D. HALGUS, also of that office, accompanied a group of congressional staff members, the week of October 5, on a visit to the U.S. mission to NATO, in Brussels, and to the Federal Republic of Germany, to discuss defense issues with officials there. On September 28, CAROL ZIERJACK joined the staff of the Office of European Security and Political Affairs. LAURA KENNEDY, Office of Soviet Union Affairs, took part in a September 20 panel on careers for Slavic specialists, at the annual conference in Pacific Grove, Calif., of the American Association for the Advancement of Slavic Studies. She also spoke, September 21, on U.S.-Soviet relations, at California State University in Sacramento, as well as at the World Affairs Council there. ☐

Human Rights and Humanitarian Affairs

On October 13, bureau personnel met with CARLOS REINA, president of the Inter-American Court of Human Rights; PEDRO NIKKEN, vice president; and Judge THOMAS BURGENTHAL, court member from the United States. The delegation discussed the functions of the court, and the role it could play in improving the human rights situation in the Americas. Asylum officer TERRY RUSCH traveled to Frankfurt, Warsaw, Vienna, and Geneva, August 11-25, to consult with embassy and Immigration

BILBOA, Spain—At a ceremony honoring *Juan A. Olartecoechea,* a U.S. employee for 40 years, and *Maria Luz Beascoechea,* 30 years, are, front row, from left: *Juan Maria Vallejo,* Mr. Olartecoechea, *Primitivo Ortiz;* back row: *Maria Carmen Juarrero, W. Kenneth Thompson, Consuelo Aroztegui, Charles L. Glatz Jr.,* Mrs. Beascoechea, *Ana Maria Leon.*

and Naturalization Service personnel, on political asylum matters. On October 12, HUGH SIMON, the bureau's regional officer for Europe and the Conference on Security and Cooperation in Europe, attended a North Atlantic Council meeting, in Brussels, to discuss policy prior to the reopening of the Conference on Security and Cooperation, in Madrid. ☐

Inspector General's Office

The inspector general and his staff are continuing their participation in the workings of the President's Council on Efficiency and Integrity, the Policy and Priorities Group on the development of the 1983 budget, and on the Waste, Fraud and Mismanagement Committee. Deputy inspector general FRANCIS X. READY addressed the ambassadorial seminar on communications and administrative resources in the Department and at overseas posts. Mr. Ready is traveling to Islamabad and Kinshasa as supervisor of current inspections of U.S. missions in Pakistan, Nepal and Bangladesh, and in the central African countries.

The assistant inspector general for audits, H. BYRON HOLLINGSWORTH JR., has been attending advisory committee meetings on the new financial management systems, while his assistant, DANIEL L. FOSTER, has participated in the review committee meetings on the systems. Mr. Ready, Mr. Hollingsworth, and senior inspector ROBERT M. MILLER briefed the House Government Operations Committee staff on audits and planned audits for the Office of Communications. Mr. Hollingsworth and senior inspector MILLARD W. KENNEY represented the Department at a seminar on the implementation of the U.S. comptroller general's new standards for Government audits. Mr. Hollingsworth was a participant in the Federal Audit Executive Council meeting for the 17 assistant inspectors general for audit, and the directors for audit in other federal agencies. Executive director JOHNNY YOUNG and budget officer JANET R. PRIDDY attended the Department-sponsored budget and finance symposium at Harper's Ferry, in late October. Editor DONNA B. KREISBERG visited the editor in the international division at the General Accounting Office, to discuss editing procedures there.

MAXWELL CHAPLIN has joined the Inspection Staff as senior inspector, and is the team leader for the inspection of central Africa. SHEILA ALLENA has entered on duty as secretary with the newly-created Investigation Staff. JOHN C. DORRANCE, who has become part of the Inspection Staff, has been awarded the Decoration for Exceptional Civilian Service, the highest civilian award of the Department of the Air Force, in recognition of his service as political adviser. ☐

INTELLIGENCE AND RESEARCH—Acting bureau director *Herman Cohen* presents *Alease P. Spencer*, secretary to the director of the Office of Analysis for American Republics, with plaque on her retirement after nearly 30 years with the Department.

Intelligence and Research

Outgoing bureau director RONALD SPIERS was sworn in as ambassador to Pakistan on October 7.

C. THOMAS THORNE JR., director of the Office of Analysis for Africa, attended the NATO conference of African experts, September 28-October 2. CORNELIA BRYANT of that office consulted with U.S. embassy and local officials in South Africa, Zimbabwe and Botswana, in late September.

HARLAN ROBINSON, analyst in the West African Division, consulted with U.S. embassy officials in Belgium, France, Central African Republic, Congo, Zaire, Guinea and Senegal, September 16-October 9.

LOUIS F. LICHT III, Mexican analyst, visited Mexico City, Guadalajara and Monterrey, September 26-October 3.

GALEN FOX, chief of the Northeast Asia Division, Office of Analysis for East Asia and Pacific, traveled to Roanoke, Va., October 15, to appear on a public broadcasting TV program. The topic was U.S.-China relations. JAMES JACKSON, Japan analyst in the same division, consulted with embassy officials in Tokyo, September 22-October 1.

H. DONALD GELBER, director, Office of Analysis for Western Europe, participated in the European-American Institute for Security Research workshop, on "NATO's Southern Flank, the Mediterranean and the Persian Gulf," at NATO headquarters in Naples, September 21-23. Mr. Gelber also consulted with embassy officers, private citizens and officials in Bonn on the status of U.S.-German relations, September 23-26. He addressed members of the Retired Officers Association, in Montgomery, Ala., on U.S.-West European relations, October 3.

HUGH DeSANTIS, special assistant to the director of the Office of Analysis for Western Europe, addressed the Omaha Committee on Foreign Relations, on "The Prospects for Alliance Relations," in Omaha, October 5. He addressed the Council on Atlantic Studies at the University of Wisconsin-Milwaukee on "The Socialist Mitterrand: A New Beginning?", October 6, and joined the consul general and press attaché of the French consulate general in Chicago on a panel discussion of "Mitterand and the Socialist Programs," at Beliot College, Wisc., October 7. In addition, Mr. DeSantis gave an interview on U.S.-Allied relations to the Omaha World Herald, and a "backgrounder" to the Milwaukee Sentinel, October 6.

ROBERT BARAZ, director, Office of Analysis for the Soviet Union and Eastern Europe, spoke to a Brookings-sponsored group on Soviet perspectives, in the Department, October 8. On October 7, MARTHA MAUTNER, deputy director, addressed members of the Nassau Club, Woodrow Wilson School of Princeton University, and appeared on two radio programs in Princeton, N.J., on U.S.-Soviet relations. DONALD GRAVES, chief, Soviet Internal Division, participated on a panel at the

American Association for the Advancement of Slavic Studies meeting at the Asilomar Center, Monterrey, Calif. The panel members discussed constraints during a decade of growing resource shortages.

WAYNE LIMBERG, analyst, Soviet Foreign Political Division, traveled to New Orleans to lecture on the Soviet challenge in the Third World, September 15-16. While there, he addressed the Young Businessmen Club, briefed the editorial board of the Times-Picayune, lectured at Ben Franklin High School, and was on the Dan Gilbert talk show, WGBO radio.

On September 25, he presented a paper on Soviet oil and the Middle East, at the 35th annual conference of the Mideast Institute, in Washington.

DAVID H. VANCE, energy analyst in the Commodity and Developing Country Division, Office of Economic Analysis, addressed a seminar on "Resource Supply and Demand Patterns, Energy," at the Industrial College of the Armed Forces, October 6.

Mr. Vance also took part in the executive leadership and management program offered by the U.S. Office of Personnel Management, at the Federal Executive Institute, Charlottesville, Va., on October 5-23.

On October 7, CORAZON SANDOVAL FOLEY, analyst in the Regional Economics Division, delivered an assessment on economic prospects, for a panel discussion on "Doing Business with Southeast Asia," held in conjunction with the 10th annual meeting of the mid-Atlantic region, Association for Asian Studies, at the University of Maryland.

MICHELE M. BOVA reported for duty in the division, as the economic analyst for Latin America, October 5. SUSAN F. ROSS, part-time reader, reported for duty September 3 in the Trade, Investments and Payments Division. Student interns GAIL PAVICK and JUDY KLEINMAN arrived September 10 and 21, respectively, to work on the Methods and Analysis Staff and in the Trade, Investments and Payments Division. ☐

Inter-American Affairs

Deputy assistant secretary EVERETT E. BRIGGS traveled to Mexico City with VICE PRESIDENT BUSH, September 15-17, for Independence Day celebrations. On September 28, Mr. Briggs traveled to El Salvador and Honduras for consultations on Central American matters, returning October 2. Mr. Briggs represented the Department on the Vice President's trip to Dominican Republic, Colombia and Brazil, October 10-17.

THOMAS ARANDA JR., ambassador-designate to Uruguay, was sworn in October 2. He and his family were to travel to post early this month. Office of Southern Cone Affairs director ROBERT E. SERVICE visited Chile, Argentina, Uruguay and Paraguay, September 22-October 8. Argentine country officer SHEILA-KAYE O'CONNELL made an orientation trip to Buenos Aires, October 5-16. RALPH GRIFFIN, country officer for Paraguay/Uruguay, spent the latter half of October in those countries. RICHARD WYROUGH of the Office of Panamanian Affairs attended the 36th session of the UN General Assembly meetings on Panama, September 29-30. ROBERT PASTORINO, deputy director, Mexican affairs, participated in bilateral discussions on U.S.-Mexico trade issues, in Mexico City, September 20-23. Mr. Pastorino also discussed U.S.-Mexico trade relations at a Chamber of Commerce symposium at the University of Miami, Coral Gables, Fla., September 24-25. ☐

LAMAS, Peru—Assistant Secretary *Thomas O. Enders*, right, who was visiting here, greets villagers with President *Fernando Belaunde Terry*.

International Narcotics Matters

DOMINICK L. DiCARLO was sworn in as assistant secretary on September 25. Under Secretary WALTER J. STOESSEL presided at the ceremony, in the Secretary's reception area. Senator ALFONSE D'AMATO and Congressman GUY MOLINORI of New York, and others attended.

Mr. DiCarlo and deputy assistant secretary JOSEPH H. LINNEMANN traveled to several cities in Mexico, one of our major program countries, for program orientation and a National Aeronautics and Space Administration project review.

Asia Division chief JOHN CAMPBELL traveled to Ankara and Islamabad, September 19-October 9. In Pakistan he joined the representatives of the U.S. Department of Agriculture and AID, for an extensive project identification survey in poppy-producing areas of the Northwest Frontier Province. He also visited ongoing bureau projects in the province, in Karachi. MELQUIADES R. HOLGUIN, commodity management specialist with the Office of Global Strategy and Support, represented the bureau at a September 2 ceremony at Swiftships, Inc., Morgan City, La., at which a bureau-funded narcotics control patrol boat was turned over to the Customs Service of Colombia. MATTHEW H. VAN ORDER, training coordinator of the Office of Global Strategy and Support, evaluated Drug Enforcement Administration training programs at Lima and San Jose, September 11-29. JOHN A. McLAUGHLIN, aviation adviser of the Office of Global Strategy and Support, visited Thailand, Burma and Singapore, September 26-October 9, for an annual review of narcotics control aviation programs and contracts.

The bureau sponsored a conference on the epidemiology of drug abuse in Latin America, at the Department, September 15-18, under the direction of Dr. MANUEL GALLARDO, the bureau's demand-reduction consultant. Drug abuse experts from Colombia, Ecuador, Mexico, Peru, Puerto Rico, Venezuela, the Pan American Health Organization and the National Institute on Drug Abuse participated. The bureau welcomed ELENA KIM, a 1981 graduate of Columbia, who has joined the staff as a presidential management intern. ☐

International Organization Affairs

Assistant Secretary ELLIOTT ABRAMS was a member of the Secretary's delegation to the 36th General Assembly of the United Nations, attending meetings with foreign representatives and foreign international organization affairs directors, September 20-October 4. On October 10-12, Mr. Abrams participated in a conference of the African-American Institute, on Namibia. In a joint session of the House Subcommittees on Energy, Environment, Safety and Issues Affecting Small Business, and on Energy Conservation and Power, October 21, Mr. Abrams gave testimony on the Conference on New and Renewable Sources of Energy, held in Nairobi in August. Later that day, he was guest speaker at the Lehrman Institute in New York, on "Multilateral Politics in a Bipolar World." On October 26-28, the bureau hosted the International Conference of Liberators of Nazi Concentration Camps. Mr. Abrams gave brief remarks.

United Nations Day observance activities, sponsored by the United Nations Association of the United States and coordinated by the bureau, included a reception for SECRETARY HAIG and MRS. HAIG in the Diplomatic Reception Rooms of the Department, and the annual concert and dinner, held this year at the Kennedy Center for the Performing Arts and the Washington Hilton Hotel, respectively. The concert was performed by the Philharmonic Orchestra of the City of Mexico; in attendance as special guest was CARMEN ROMANO DE LOPEZ PORTILLO, the first lady of Mexico. Mr. Haig addressed the concert audience.

Deputy assistant secretary GORDON STREEB served as alternate head of delegation at the UN Commission on Trade and Development board session, in Geneva, September 28-October 9. MELVYN LEVITSKY, director, Office of UN Political and Multilateral Affairs, attended the UN NATO experts meeting in Brussels, September 4, and had consultations in Madrid, September 8-9. Mr. Levitsky participated in a graduate seminar at the University of Pennsylvania, and met with faculty to discuss U.S. policy toward the United Nations, October 16. PHILIP WILCOX, deputy director, Office of UN Political and Multilateral Affairs participated in a seminar on revising the UN charter, sponsored by the Center for War/Peace Studies, Mohonk, N.Y., September 25. JOHN MARTIN, officer-in-charge for arms control, outer space and ocean affairs, Office of UN Political and Multilateral Affairs, attended a NATO experts-on-disarmament meeting, in Brussels, September 28-30. He was an adviser to a preparatory conference in New York, October 5-16. JON GUNDERSEN, Office of UN Political and Multilateral Affairs, was an adviser to the U.S. delegation to the First Committee on Arms Control of the General Assembly, October 19-December 11. DOUGLAS McELHANEY, Office of UN Political and Multilateral Affairs, spoke at the U.S. Naval Academy in Annapolis, October 2. He also participated in the Namibia negotiations with Assistant Secretary CHESTER CROCKER, in Zurich, September 20-22. ROBERT FILBY, Office of UN Political and Multilateral Affairs, was in New York, October 5-9, for Sixth Committee sessions at the UN.

JOHN W. McDONALD JR., special negotiator, led the U.S. delegation to a special meeting on the World Assembly on Aging in Manila, October 19-23, hosted by the UN Regional Economic Commission for Asia and the Pacific. As State's cochairman for the International Year of Disabled Persons, Mr. McDonald spoke during September to groups in New York, Norfolk, Va., and El Paso, Tex.-Juarez, Mexico. He addressed the League of Women Voters in Washington, October 14, on the UN Water Decade.

NEIL A. BOYER, director for health and narcotics programs, served on the U.S. delegation to the 28th meeting of the directing council of the Pan American Health Organization, in Washington, September 21-October 4. He also attended the meeting of the World Health Organization's program committee, in Geneva, November 2-6.

After the Conference on New and Renewable Sources of Energy, in Nairobi, Kenya, August 10-21, Ambassador JAMES STROMAYER, U.S. Government coordinator, accepted a number of speaking engagements relating to its results. He briefed an advisory group of congressmen and their staffers, September 25. He also gave a briefing to the energy committee of the U.S. Council of the International Chamber of Commerce, at the Cosmos Club, in Washington, October 8, and made a similar presentation to members of the Renewable Energy Institute, at George Washington University, October 13. On October 9 he briefed the working group on conference preparations, of the Private Sector Advisory Committee on International Investment, Technology and Development.

The former deputy assistant secretary for international economic and social affairs, MARION CREEKMORE, has been designated deputy chief of mission to New Delhi. The Office of UN Political and Multilateral Affairs has the following new employees: JOHN L. MARTIN, arriving from Khartoum, September 3, to be officer-in-charge for European, arms control, outer space and ocean affairs; secretaries MARY WOOD from the Office of Security and BRENDA JONES from AID. JOSEPH PRESEL transferred to the Arms Control and Disarmament Agency on September 10. DOUGLAS VAN TREECK has transferred from Belgrade to the Agricultural Division of the Office of International Development. JOHN RALEIGH has resigned from the Office of UN System Coordination to enter private industry. ZACHARY TEICH has transferred from Guatemala to the Office of International Economic Policy. MARY ROSSIGNOLI has been assigned to Copenhagen. KAARN WEAVER has transferred from Beijing to the Office of International Economic Policy. MILDRED JOY SULLIVAN has resigned from the Office of UN Systems Administration. BRUCE GRAY has transferred from Beijing to the Office of International Conferences. LARRY ROEDER, from the UN Documents and Reference Staff, has transferred to the Bureau of Economic and Business Affairs.

The following are interning in the bureau this semester: CYNTHIA SHED, Office of Policy Management; JULIE KRAGH, Office of United Nations Political Affairs; DAVID D'ZMURA, Office of International Economic Policy; DEREK WHITEFIELD, Office of International Development; ROBERT HOCKETT, Secretariat to the U.S. National Commission for UNESCO; MARK REETH, Office of Technical Specialized Agencies; and RONALD CHERRY, Office of Communications and UNESCO Affairs. ☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES traveled to the west coast, September 16-17, addressing the Los Angeles World Affairs Council and the San Francisco Committee on Foreign Relations. MORRIS DRAPER, deputy assistant secretary, spoke to journalists attending the media-diplomat seminar, in the Department, September 22. On September 25, deputy assistant secretary JOSEPH TWINAM addressed the National Conference of Editorial Writers in Providence, R.I., on the proposed sale of AWACS (airborne warning and control system planes) to Saudi Arabia. On September 7, deputy assistant secretary MICHAEL STERNER discussed area issues at a conference cosponsored by the Department and the St. Louis Council on World Affairs.

ROBERT PELLETREAU, director, Office of Arabian Peninsula Affairs, traveled to Norfolk, September 12, to address Mideast topics at a meeting sponsored by Old Dominion University. On September 15, HOWARD SCHAFFER, director of the Office of India, Nepal and Sri Lanka Affairs, represented the Department at a convocation on India, at Baylor University, Waco, Tex. STEPHEN EISENBRAUN, of the same office, traveled to St. Louis and Kansas City, September 27-29, discussing South Asian issues before a variety of audiences. TED KATTOUF, Office of Israeli and Arab-Israeli Affairs, briefed officers at Wright-Patterson Air Force Base, September 23. On September 24, MARGARET DEAN, Office of Arabian Peninsula Affairs, traveled to Ohio, meeting with a number of groups and classes on a visit sponsored by the Rio Grande Community College. ELIZABETH JONES, Office of Iraq, Jordan, Lebanon and Syrian Affairs, addressed senior citizen community activists from Connecticut, in a Department meeting on September 24. MARK L. WIZNITZER, from the same office, visited Iraq, September 15-October 2, where he met with American businessmen participating in the U.S.-Arab Chamber of Commerce trade mission and the Baghdad International Trade Fair.

The bureau welcomed the following new employees: CHRISTOPHER ROSS, public affairs adviser, and THOMAS HOMAN, deputy public affairs adviser; LAWRENCE B. LESSER, deputy executive director; MARY ELLEN VAN DIVIER, secretary; ANITA BOOTH, post management officer, in the Office of the Executive Director; BETTY CASSOVER, secretary, Office of Morocco, Algeria, Tunisia and Libya Affairs; VERNE R. DICKEY, economic affairs; LEONARD SCENSNY, KENNETH A. STAMMERMAN, JANICE GIESEY and JANET BILBO, Office of Egyptian Affairs; and ELAINE CARSON and EUNICE WATSON, secretaries, Office of India, Nepal, and Sri Lanka Affairs.

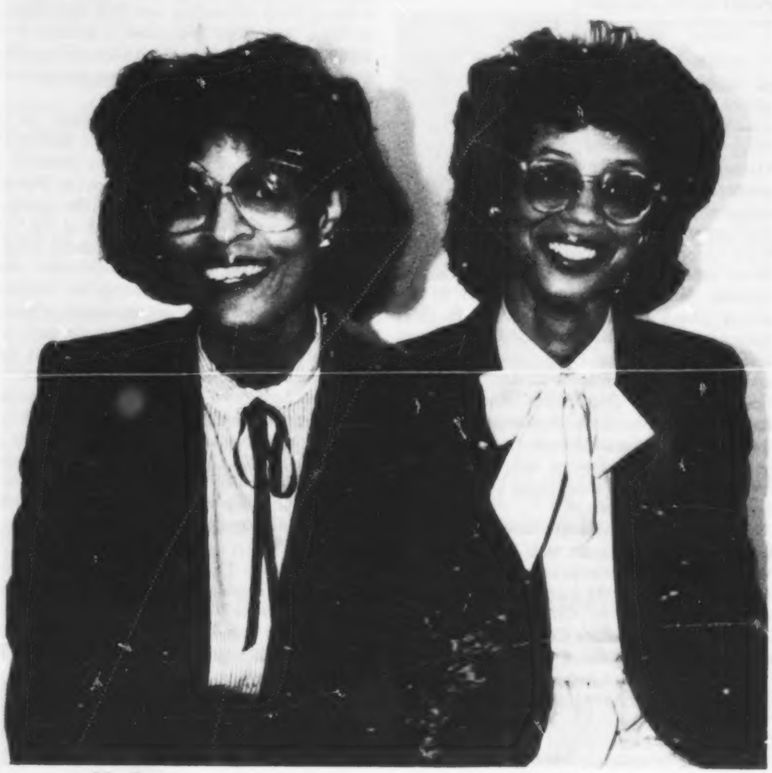
Ambassadors in the bureau for consultations included MICHAEL E. NEWLIN, Algeria; ROBERT PAGANELLI, Syria; TALCOTT W. SEELYE, from Syria; JOSEPH V. REED, Morocco; RONALD I. SPIERS, Pakistan; DAVID E. ZWEIFEL, Yemen Arab Republic; FRANCOIS M. DICKMAN, Kuwait; and RICHARD MURPHY, Saudi Arabia. ☐

SINAI SUPPORT MISSION

In September, director FRANK E. MAESTRONE traveled to Bogota as head of the U.S. delegation that negotiated the terms of Colombia's participation in the Multinational Force and Observers, which is the international peacekeeping force being established to supervise implementation of the security arrangements of the Egyptian-Israeli peace treaty, after Israel's final withdrawal from the Sinai next April.

Meritorious service increases were presented

Department of Look-Alikes



Ms. Pryor

Ms. Eatmon

CARLENE PRYOR is an intelligence assistant in the Bureau of Intelligence and Research, Intelligence Support Branch. Frederica Eatmon is a secretary in the Bureau of Oceans and International Environmental and Scientific Affairs, Office of Environmental and Health Resources. Now you know who is who, and you known more than some of their friends know. "A lot of Carlene's friends approach me," says Ms. Eatmon, "and start talking to me, thinking I'm Carlene." On the other hand, one of Ms. Eatmon's friends once blew his car horn at Ms. Pryor as she left the building, thinking she was Ms. Eatmon. "I don't really think we look alike," says Ms. Pryor. Of course not. That's why we're convinced, without a doubt, that Ms. Pryor is on the. . .uh. .uh. . .left!

to MARY ALICE (LACEY) KING and E. JEANNE SUBWICK by Mr. Maestrone. The associate director for engineering, JAMES WALLEN, and the associate director for contracts, BARRY KNAUF, traveled to the Middle East in September. The new deputy director of the field mission, ROBERT M. FOUCHE, and administrative assistant STEPHANIE EWASKO have arrived at the field mission to begin their tours of duty. □

Oceans and International Environmental and Scientific Affairs

Assistant Secretary JAMES L. MALONE and the deputy assistant secretary for science and technology affairs, CHARLES HORNER, cochaired the working group on science and technology at the U.S.-Nigerian economic talks in Washington, September 8. Mr. Malone, as a member of the board of governors, met with his colleagues on the Binational Israeli Research and Development Foundation, September 10. The House Committee on Foreign Affairs received a private briefing by Mr. Malone, September 10, regarding the recently-concluded session of the Law of the Sea Conference in Geneva. Mr. Malone and MINISTER MIZOGUCHI of Japan signed the U.S.-Japan Cooperative Photoconversion and Photosynthesis Research Program Agreement, at the Department, September 30. Under this agreement, the Japanese ministry of education, the National Science Foundation and the Department of Energy will cooperate in research in the area of solar energy conversion by means of photosynthesis.

Principal deputy assistant secretary HARRY R. MARSHALL JR. met with executives from eight Japanese nuclear utilities, who had traveled to Washington to meet with U.S. Government officials, September 10. On September 22 the Senate Foreign Relations Committee held hearings concerning ratification of Protocol I of the Tlatelolco treaty. This had been an initiative set forth in the nonproliferation policy statement by PRESIDENT REAGAN on July 16. Arms Control and Disarmament Agency director EUGENE ROSTOW was the lead witness at this hearing, and Mr. Marshall also appeared on behalf of the Bureau of Oceans and International Environmental and Scientific Affairs, along with the legal adviser DAVIS ROBINSON and representatives from the Joint Chiefs of Staff and the Office of the Secretary of Defense. Senator PETE V. DOMENICI (R.-N.M.) held a hearing on the domestic uranium industry, September 25. Mr. Marshall appeared on behalf of the Department at that hearing, with representatives of the Department of Energy. Mr. Marshall presented a paper at the biennial meeting of the International Nuclear Law Association, in Palma de Mallorca, Spain, September 29. His speech was entitled "New U.S. Policies Regarding International Nuclear Cooperation." The following week, Mr. Marshall presented a paper at the invitation of the German Nuclear Forum, in Bonn. The topic was "U.S. Nuclear Energy Policy—International Aspects."

JOHN BORIGHT, acting deputy assistant secretary for nuclear energy and energy technology affairs, was part of the U.S. delegation to the September 17-18 meeting of the board of governors of the International Atomic Energy Agency, in Vienna. He then took part in that agency's annual general conference, September 19-25. ALLEN L. SESSOMS, Office of Nuclear Technology and Safeguards, headed the U.S. delegation to the Organization for Economic Cooperation/Nuclear Energy Agency meeting of the working party on nuclear fuel cycle requirement, in Paris, September 29-October 1. ROBERT W. BECKHAM has joined the Office of Non-Proliferation and Export Policy, as an international relations/scientific affairs officer.

R. TUCKER SCULLY, director of the Office of Oceans and Polar Affairs, headed the U.S. delegation to the preparatory meeting on Antarctic marine living resources, in Hobart, Tasmania, September 10-24. At the meeting, representatives of the 15 signatories of the Convention on the Conservation of Antarctic Marine Living Resources, signed in September 1980, along with observers representing the European Community and other international organizations, considered steps to facilitate the early and effective operation of the convention early next year, when it is expected to enter into force.

The Advisory Committee to the U.S. Section of the International North Pacific Fisheries Commission met in Anchorage, Alaska, September 26-27. CHRISTINE DAWSON, Office of Fisheries Affairs, represented the Department at the meeting. U.S. positions to be discussed with the other member countries, Japan and Canada, were developed.

THOMAS FERGUSON, Office of the Coordinator of Population Affairs, traveled to New York, September 30, and met with officials of the UN Fund for Population Activities, and discussed the results of the joint State/AID review of the fund operations.

BARBARA SEIDERS has joined the Office of Nuclear Technology and Safeguards, as the American Association for the Advancement of Science fellow for 1981-82. □

Politico-Military Affairs

Director RICHARD R. BURT traveled to Brussels, September 23, to deliver an address on "NATO and Nuclear Deterrence," to the Arms Control Association. The deputy director of the bureau, ROBERT D. BLACKWILL, participated in the North Atlantic Assembly meetings, in Munich, October 10-14. He and RICHARD HAASS, director of the Office of Regional Security Affairs, had attended the 23rd annual conference of the International Institute of Strategic Studies, in Williamsburg, Va., September 10-13. Deputy director LESLIE H. BROWN spoke on "Security Assistance and Arms Transfers in American Foreign and National Security Policy," at the St. Louis Council on World Affairs, September 9. He attended the meetings of the International Council of the Aerospace Association, September 30-October 2, speaking on U.S. exports and technology controls. Mr. Brown also participated in the Defense security assistance management seminar, October 14, at Fort McNair, Washington. Deputy director ROBERT DEAN flew to Munich and Oberammergau, for the NATO high-level group meetings, September 1-3. He participated in meetings of the American Association for the Advancement of Slavic Studies, September 21-22, in Monterey, Calif.

STEFAN A. HALPER joined the bureau as deputy director for nuclear and technology affairs, August 24. He participated in naval briefings with the Pacific Fleet, in San Diego and Honolulu, October 4-11, and in the Defense Nuclear Agency's new alternatives workshop, at the Rand Corp., Santa Monica. BARBARA THEODORE also joined the staff as Mr. Halper's secretary. JEREMY AZRAEL, the director's senior adviser on Soviet affairs, attended the conference of the European American Institute for Security Research, on "Internal and External Factors in Soviet Behavior: Implications for the West," September 24-28, at the National Defense College, Buckinghamshire, England. He attended a Tokyo workshop of U.S.-Japanese experts on the Soviet Union, October 9-15. JED C. SNYDER, special assistant to the director, participated in the Ataturk centennial conference, on Turkey, sponsored, September 28, in Washington, by the Center for Strategic and International Studies. WILLIAM B. ROBINSON, director, Office of Munitions Control, addressed the international committee meeting of the National Security Industrial Association, in Washington, September 14. JOSEPH P. SMALDONE, chief of the Arms Licensing Division, Office of Munitions Control, participated in a panel on U.S. export controls, at the annual American Society for Industrial Security meeting, New Orleans, September 1. On September 9, he attended a panel discussion on "Arms Sales: A Useful Foreign Policy Tool?" at the American Enterprise Institute for Public Policy Research, in Washington. ROSE BIANCANIELLO, foreign affairs officer, attended a Smith & Wesson conference, in Springfield, Mass., October 5-6.

EDWARD MALLOY assumed the position of director, Office of Nuclear Policy and Operations. PETER B. SWIERS joined the Office of Theater Military Policy, as deputy director. LOUIS SELL, of the Office of Strategic Nuclear Policy, spoke, September 14-16, at Pepperdine University and the University of California at Long Beach, on "U.S.-Soviet Relations," "Dissent in the Soviet Union" and "Career Opportunities in the Foreign Service." DONALD LYLES has assumed the position of general services assistant. ■

Obituaries

Henry Brodie, a retired Foreign Service economic analyst, died after a heart attack at Sibley Hospital on September 27. He was 68.

Mr. Brodie

Born in Canada, Mr. Brodie became a U.S. citizen in 1942. He was a graduate of New York University, and earned a master's and Ph.D. there, and also taught economics. During the war, he served overseas in the Navy, and worked as an economic analyst in London for the old Office of Strategic Services.

Beginning his career at State in 1946, Mr. Brodie worked in the Bureau of Intelligence and Research for 10 years. An adviser on economic research, he was chief of the Philippines section, Division of Research for the Far East, 1947-48, and chief of the Trade-Financial Branch, Division of International-Functional Intelligence, 1950-51. He was also acting chief of the South Areas Branch and of the Division of Functional Intelligence. In 1956, he joined the Foreign Service, assigned to Manila as economic officer, then counselor for economic affairs. Returning to Washington in 1960, he was a member of the Policy Planning Council for two years, then director of the Office of International Resources, 1962-64. After serving as special assistant to the assistant secretary for economic affairs, 1964-66, he was assigned to Geneva with the personal rank of minister. He served as deputy director of the Office of Environmental Affairs for two years before retiring in 1973.

From 1976-81, Mr. Brodie was an international economic adviser to the U.S. Catholic Conference. Besides his wife, of 4818 Woodway Lane, Washington, D.C. 20016, he leaves two daughers, a brother, two sisters and two grandchildren. □

John Paul Londono, 38, a Foreign Service political officer assigned to Ankara since 1980, and the twin brother of Foreign Service officer Peter Vincent Londono, died in Frankfurt on October 2.

Mr. Londono

John Londono's first assignment was to the Arms Control and Disarmament Agency, in 1973. He served in Montevideo as political/economic officer, and in San Salvador as labor/political officer.

He was born in Florida. He was a graduate of the University of Colorado, and received a master's at the University of Denver in 1967. After serving in the Army for two years, he earned a law degree at the University of Colorado school of law. Besides his twin, of the U.S. Liaison Office in Riyadh, he leaves another brother. The family suggests contributions to the American Foreign Service Association Scholarship Fund. □

Mary (Yuki) Sampson, 55, a budget/fiscal officer assigned to Costa Rica since 1980, died of cancer at Georgetown University Hospital on October 9.

Ms. Sampson

During the early years of her career, which began in 1954, she served in Phnom Penh, Hong Kong and Vientiane. She was assigned to the Bureau of Far Eastern Affairs from 1964 until 1966, when she was appointed disbursement officer in Bogota. Subsequent assignments were to Tel Aviv as disbursement officer; the Department as fiscal specialist; Bangkok as budget/fiscal officer; and Lagos as budget/management officer.

Ms. Sampson, born in Virginia, attended Madison College at Harrisonburg. She worked for the Office of Price Administration, 1943-45, and the Veterans Administration, 1946-48. Employed by the Army, 1949-54, she served in both Tokyo and Alaska. Besides her sister, Hetty S. Larkin, of 1573 E. Ocean Blvd., Balboa, Calif. 92661, she leaves three sisters and a brother. The family suggests contributions to the American Cancer Society. □

Donald R. Heath, 87, former ambassador to Lebanon and Saudi Arabia, and our first ambassador to Vietnam, died of pneumonia on October 15 at a nursing home in Orinda, Calif.

Mr. Heath

In 1952, he was appointed ambassador to Vietnam and Cambodia after serving there for two years as minister. He was ambassador to Lebanon from 1955 until 1957, when he became ambassador to Saudi Arabia, as well as minister to Yemen.

His first appointment as minister was to Bulgaria, in 1947. Mr. Heath was recalled from that post when the United States severed diplomatic relations in 1950. From 1944-47, he had been counselor and political adviser at Supreme Headquarters of the Allied Expeditionary Force.

During the early years of his career, he served as consular officer in Bucharest, Warsaw, Berne and Port-au-Prince. He was first secretary in Berlin, 1937-41, then served as first secretary and counselor in Santiago. Department assignments included assistant chief of the Bureau of Latin American Affairs, assistant chief of the Division of American Republics and chief of the Divisioin of North and West Coast Affairs. He retired in 1961.

Mr. Heath was born in Kansas. He attended Washburn College and the University of Montpellier in France. During the first world war, he served in the Army, Survivors include a son, Donald, of 8430 Buckingham Dr., El Cerrito, Calif., 94530, a daughter, seven grandchildren and one great-grandchild. □

(1958 photo)
Mr. Ferguson

C. Vaughan Ferguson Jr., 66, ambassador to the Malagasy Republic from 1962 until he retired in 1966, died of a cardiac arrest on October 3 in a hospital in Norwich, Conn. Beginning his career in 1940, he was third secretary and vice consul in Tehran, 1941-46, and officer-in-charge of Iranian affairs, 1949-52. Assigned to the Bureau of African Affairs for five years before his ambassadorial appointment, he was director of South African Affairs, 1957-60. Other posts included Winnipeg and Bucharest in the '40s, and Dakar and Tangier, where he served as consul general and counselor during the '50s. He was detailed to the Naval War College, 1952-53.

Mr. Ferguson was born in New York and graduated from Harvard University. He leaves a brother, of 5 Chestnut Hill North, Albany, N.Y. 12211, and four sisters. □

James H. Boughton, 60, a Foreign Service officer who retired in 1972, died after a heart attack, in New Delhi, on September 28.

Joining the Department in 1946, Mr. Boughton worked for several years in the Bureau of Public Affairs. In 1955, he joined the Foreign Service as a political officer assigned to Colombo. Transferred to Tripoli in 1957, he served as political officer, executive officer, then principal officer. He was a Peace Corps deputy director in the Near East-South Asia-North Africa regional office, 1962-64, and in Lahore, 1964-65. After a detail to the Army War College, he returned to the Department as a political/economic officer and deputy director of the Office of Regional Affairs.

He was born in Massachusetts. Mr. Boughton graduated from Yale in 1942. During the war, he served in the Army Air Corps. Survivors include his wife, Priscilla, who is AID director for India, and five sons by a previous marriage. □

Joseph Radford, 60, a Foreign Service employee who retired in 1980, died on September 20. His first assignment was to Munich as visa officer, in 1948. He was economic officer in Bremen and general services assistant in New Delhi, 1953-55. Other assignments included Barranquilla and Ciudad Juarez as visa officer, and Guayaquil, Frankfurt, Tijuana and Vienna as consular officer.

Mr. Radford was born in New Jersey. He graduated from Swarthmore College and served in the Army, 1943-48. Survivors include his wife, of 23931 Green Haven Lane, Ramona, Calif. 92065. □

Ray H. Crane, 63, a retired Foreign Service officer, died on August 20. He was a teacher in Brazil for three years before joining the Service in 1941. After assignments to Sao Paulo and Curitabo, he was appointed labor officer in Havana in 1949. Other assignments were in Victoria as principal officer, Johannesburg as commercial officer, Lourenco Marques as economic officer, Rio de Janeiro as transportation/commercial officer and Mexico City as commercial officer. He retired in 1970.

Mr. Crane was born in Utah. He worked for the War Food Administration in 1945. Survivors include his wife, of 2530 E. Juanita Ave., Mesa, Ariz. 85204, a son and a daughter. □

Coburn B. Kidd, 72, a Foreign Service officer who retired in 1969 after serving as consul general and principal officer in Hamburg, died on September 16. He was officer-in-charge of German political affairs, 1954-55, and special assistant to the director of the Office of German Affairs, 1955-57. Other appointments included chief of the political section in Vienna, and counselor of political affairs in Tokyo and Bonn. From 1955-57, he was detailed to the Imperial Defense College in London.

Mr. Kidd was born in Oklahoma. He attended the University of St. Andrews in Scotland, where he earned a master's and Ph.D. A member of the District of Columbia and New York bars, he completed his law degree at Georgetown University. Mr. Kidd was an assistant archivist at the National Archives for three years. During the war, he served overseas in the Army. Survivors include his wife, of Post Office Box 272, Jaffrey, N.H., 03454. □

Joanne V. Winn, 72, a retired Foreign Service consular officer, died on October 3. Ms. Winn was born in New Jersey and educated in Australia. After serving as a clerk in Sydney for nearly 20 years, she became a vice consul in 1945. She was vice consul in Kingston and Munich, and vice consul and second secretary in Oslo and London. Ms. Winn retired in 1961. There are no known survivors. □

Dorothy S. Jaques, 85, a retired records clerk, died on August 31 at her home in Chase City, Va. Joining the Foreign Service in 1922, she served in London for nearly 20 years, then was assigned to Buenos Aires, 1941-46. She also served in The Hague and Bonn before retiring in 1961.

Ms. Jaques was born in Colorado. She worked for the War Department during the first world war. There are no known survivors. □

Bert Cumby, 69, a retired Foreign Service employee and Army lieutenant colonel, died of cancer at Walter Reed Army Hospital on September 8. He joined the Foreign Service in 1963 and served as a security attaché in Bangkok and Madrid before retiring 10 years later.

Active in political and civil affairs in Montgomery County, Mr. Cumby was apponted to a four-year term on the Washington Suburban Sanitary Commission. Also, he was a member of the Montgomery County Commissions on Aging and Employment Development.

He was on the Health Planning Committee of Holy Cross Hospital in Silver Spring, and a member of the board of the National Children's Center, Washington.

Mr. Cumby was born in Mississippi. He graduated from Le Moyne College and also attended Fisk and American Universities. Survivors include his wife, of 8201 16th Street, Silver Spring, Md. 20910, two sons and two sisters. The family suggests contributions to the National Children's Center or to Grace Episcopal Church, Silver Spring. □

Diane Whiting, 45, wife of John D. Whiting, counselor for political affairs at Embassy Santo Domingo, died of cancer on September 15 at Lutheran Hospital in La Crosse, Wisc.

Mrs. Whiting accompanied her husband on assignments to Argentina, Paraguay, Iceland, the Panama Canal Zone and the Dominican Republic. She was a graduate of the University of Wisconsin-La Crosse, and taught school in Maryland.

Besides her husband, Embassy Santo Domingo, APO Miami 34041, she leaves two sons, a daughter and her mother. □

Nancy Norman Kinsey, 44, wife of former Foreign Service officer Bruce Kinsey, died with her nine-year-old son, Matthew Patrick, October 2, in a fire at their home in Madison, Conn. Mrs. Kinsey traveled to the Far East with her husband, residing in Bangkok while he served in Vietnam. Mr. Kinsey left the Foreign Service in 1973. Another son, Geoffrey, 10, survives, in addition to his father, Box 5632, Arlington, Va. 22205. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

President Reagan

"Cooperative Strategy for Global Growth," World Affairs Council, Philadelphia, October 15, 1981 (Current Policy No. 328).

"Challenges of World Development," annual meeting of IMF, World Bank, IDA and IFC, Washington, September 29, 1981 (Current Policy No. 322).

Secretary Haig

"Interview on "Meet the Press," via satellite from Cairo, Egypt, October 11, 1981 (Current Policy No. 326).

News conference, October 7, 1981 (Current Policy No. 325).

"Dangerous Illusions and Real Choices on AWACS," Senate Foreign Relations Committee, October 5, 1981 (Current Policy No. 324).

"Saudi Security, Middle East Peace and U.S. Interests," Senate Foreign Relations Committee, October 1, 1981 (Current Policy No. 323).

"A New Era of Growth," UN General Assembly, New York, September 21, 1981 (Current Policy No. 314).

Interview on "Issues and Answers," September 20, 1981 (Current Policy No. 313).

"U.S. Strategy in the Middle East," Senate Foreign Relations Committee, September 17, 1981 (Current Policy No. 312).

European affairs

"Forgery, Disinformation, Political Operations: Soviet 'Active Measures,' " October 1981 (Special Report No. 88).

"NATO and Nuclear Deterrence," Richard Burt, director of the Bureau of Politico-Military Affairs, Arms Control Association conference, Brussels, September 23, 1981 (Current Policy No. 319).

"U.S.-Canada Relations," Lawrence S. Eagleburger, assistant secretary for European affairs, Center for Inter-American Relations, New York, October 1, 1981 (Current Policy No. 318).

Inter-American affairs

"El Salvador: The Search for Peace," September 1981 (background study).

"Brazil and the United States Today," Thomas O. Enders, assistant secretary for inter-American affairs, American Chamber of Commerce, Sao Paulo, August 19, 1981 (Current Policy No. 309).

Near Eastern and South Asian affairs

"Saudi Arabia and U.S. Security Policy," Joseph W. Twinam, deputy assistant secretary for Near Western and South Asian affairs, on behalf of James L. Buckley, under secretary for security assistance, science and technology, National Conference of Editorial Writers, Providence, R.I., September 25, 1981 (Current Policy No. 320).

International economics

"East-West Trade Relations," Myer Rashish, under secretary for economic affairs, Subcommittee on International Economic Policy of Senate Foreign Relations Committee, September 16, 1981 (Current Policy No. 321).

"North American Economic Relations," Myer Rashish, under secretary for economic affairs, Center for Inter-American Relations, New York, September 22, 1981 (Current Policy No. 317).

Background Notes

Bolivia (8/81).
Ethiopia (8/81).
Iceland (7/81).
Mali (8/81).
Mauritania (8/81).
Oman (8/81).
Philippines (8/81).
Tanzania (9/81).
USSR (9/81).
Upper Volta (8/81).

GIST

"Afghanistan" (10/81).
"Air Defense Equipment for Saudi Arabia" (9/81). □

Library Services

Location: Room 3239 New State.

Collection: 750,000 volumes, 1,100 periodical titles.

Services:

—Loan of books, periodicals, and government documents.

—Locating and borrowing items from other libraries.

—Assistance in finding information (legal, statistical, historical, biographical, etc.).

—Automated retrieval of information relating to foreign affairs.

—Daily newspapers (back issues on microfilm).

Marine pollution meeting

The National Committee for the Prevention of Marine Pollution will conduct an open meeting at 9:30 a.m. November 24, in Room 3201 of U.S. Coast Guard headquarters, 2100 Second Street S.W. The purpose is to finalize preparations for the 16th session of the Marine Environment Protection Committee of the Intergovernmental Maritime Consultative Organization, which is scheduled for November 30-December 4 in London. For information, telephone 426-2280. □

Library Booklist

South Asia

Part I: India and Sri Lanka*

India: politics, government and foreign relations

Amnesty International. *Report of an Amnesty International mission to India (31 December 1977-18 January 1978).* London, 1979. 84p. HV9793.A46

Bhatia, Shyam. *India's nuclear bomb.* Ghaziabad, Vikas, 1979, 169p. UA840.B45 1979

Eldersveld, Samuel J. *Citizens and politics: mass political behavior in India.* Chicago, Univ. of Chicago Press, 1978. 351p. JQ298.A1E48

Gangal, S.C., ed. *India's foreign policy: a documentary study of India's foreign policy since the installation of the Janata government on 24 March 1977.* New Delhi, Young Asia, 1980. 502p. DS448.166 1980

Gani, H.A. *Muslim political issues and national integration.* New Delhi, Sterling, 1978. 230p. DS480.45.G34

Jetly, Nancy. *India-China relations, 1947-1977: a study of Parliament's role in the making of foreign policy.* New Delhi, Radiant, 1979. 344p. DS450.C6J45

Kaul, Triloki. N. *The Kissinger years: Indo-American relations.* New Delhi, Arnold-Heinemann, 1980. 112p. DS450.U5K38

Kohli, Sourendra N. *Sea power and the Indian Ocean: with special reference to India.* New Delhi, Tata McGraw-Hill, 1978. 168p. VA643.K63

Marwah, Onkar, ed. *Military power and policy in Asian states: China, India, Japan.* Boulder, Colo., Westview Press, 1980. 180p.

Mathur, Yaduvansh Bahadur. *Growth of Muslim politics in India.* Delhi, Pragati, 1979. 359p. DS463.M264

Mellor, John W., ed. *India, a rising middle power.* Boulder, Colo., Westview Press, 1979. 374p. DS480.84.I5205

Moraes, Dom F. *Indira Gandhi.* Boston, Little, Brown, 1980. 336p. DS481.G23M67

Narain, Jai Prakesh. *Prison diary.* Seattle, Univ. of Washington Press, 1978. 134p. HV9793.N37 (Diary of a prominent political prisoner.)

Thomas, Raju G.C. *The defense of India: a budgetary perspective of strategy and politics.* Delhi, Macmillan, 1978. 245p. UA840.T48

U.S. Congress. Senate. Committee on Foreign Relations. *The Tarapur nuclear fuel export issue.* Washington, U.S. GPO, 1980. 134p. TK9360.U6

India: economics and development

Broehl, Wayne G. *The village entrepreneur: change agents in India's rural development.* Cambridge, Harvard Univ. Press, 1978. 228p. HC435.2.B78

Chaudhuri, K.N., ed. *Economy and society: essays in Indian economic and social history.* New York, Oxford Univ. Press, 1979. 358p. HC435.E35

Franda, Marcus F. *India's rural development: an assessment of alternatives.* Bloomington, Indiana Univ. Press, 1979. 306p. HD2072.F68

Frankel, Francine R. *India's political economy, 1947-1977: the gradual revolution.* Princeton, N.J., Princeton Univ. Press, 1978. 600p. HC435.2.F7

Gananathan, V.S. *Economic geography of India.* New Delhi, National Book Trust, 1979. 120p. HC435.G29 1979

Gupta, Suraji B. *Monetary planning for India.* New York, Oxford Univ. Press, 1979. 240p. HC435.2.G84

Jha, Prem S. *India: a political economy of stagnation.* New York, Oxford Univ. Press, 1980. 311p. HC435.2.J52

Sanderson, Fred H. *Food trends and prospects in India.* Washington, D.C., Brookings Inst., 1979. 162p. HD9016.I4S27

Sinha, R., et al. *Income distribution, growth, and basic needs in India.* London, Croom Helm, 1979. 175p. HC440.I5I45

Uppal, J.S., ed. *India's economic problems: an analytical approach.* New York, St. Martin's Press, 1979. 409p. HC435.2.I535

India: social aspects

Desai, A.R., ed. *Peasant struggles in India.* Bombay, Oxford Univ. Press, 1979. 772p. DS475.P35 1979

Kolenda, Pauline. *Caste in contemporary India: beyond organic solidarity.* Menlo Park, Ca., Benjamin/Cummings, 1978. 181p. DS422.C3K58

Kopf, David. *The Brahmo Samaj and the shaping of the modern Indian mind.* Princeton, N.J., Princeton Univ. Press, 1979. 399p. DS428.K66

Nair, Kusum. *In defense of the irrational peasant: Indian agriculture after the Green Revolution.* Chicago, Univ. of Chicago Press, 1979. 154p. HD1537.I4N28

Pai Panandiker, V.A. *Family planning under the emergency: policy implications of incentives and disincentives.* New Delhi, Radiant, 1978. 176p. HQ766.5.I4P25

Sharma, Miriam. *The politics of inequality: competition and control in an Indian village.* Honolulu, Univ. of Hawaii Press, 262p. HN683.5.S45

Tandon, Prakash. *Return to Punjab.* Berkeley, Univ. of California Press, 1981. 211p. HC432.5.T3A37 (An Indian businessman returns after a sojourn in England.)

Weiner, Myron. *Sons of the soil: migration and ethnic conflict in India.* Princeton, N.J., Princeton Univ. Press, 1978, 393p. HB2099.W44

India: history

Allen, Charles. *Raj, a scrapbook of British India, 1877-1947.* New York, St. Martin's, 1978. 142p. DS428.A66

Disney, Anthony R. *Twilight of the pepper empire: Portuguese trade in southwest India in the early seventeenth century.* Cambridge, Mass., Harvard Univ. Press, 1978. 220p. HF3698.I4D57

Jeffrey, Robin, ed. *People, princes, and paramount power: society and politics in the Indian princely states.* Delhi, Oxford Univ. Press, 1978. 396p. DS463.P46

Metcalf, Thomas R. *Land, landlords, and the British Raj: Northern India in the nineteenth century.* Berkeley, Univ. of California Press, 1979. 436p. HD875.M48

Pandey, B.N., ed. *The Indian nationalist movement, 1885-1947: select documents.* New York, St. Martin's Press, 1978. 272p. JQ215.1978.I52

Pemble, John. *The Raj, the Indian Mutiny and the Kingdom of Oudh, 1801-1859.* Delhi, Oxford Univ. Press, 1979. 303p. DS485.09P45

Ray, Rajat K. *Industrialization in India: growth and conflict in the private corporate sector, 1914-47.* Delhi, Oxford Univ. Press, 1979. 384p. HG5732.R33

Stokes, Eric. *The peasant and the Raj: studies in agrarian society and peasant rebellion in colonial India.* New York, Cambridge Univ. Press, 1978. 308p. HD875.S76

Tomlinson, B.R. *The political economy of the Raj, 1914-1947: the economics of decolonization in India.* London, Macmillan, 1979. HC435.1.T65

Yapp, Malcolm. *Strategies of British India: Britain, Iran and Afghanistan, 1798-1850.* New York, Oxford Univ. Press, 1980. 682p. DS446.5.Y36

Sri Lanka

Fernando, Tissa. *Modern Sri Lanka: a society in transition.* Syracuse, N.Y., Syracuse Univ., 1979. 297p. DS489.M56

Horowitz, Donald L. *Coup theories and officers' motives: Sri Lanka in comparative perspective.* Princeton, N.J., Princeton Univ. Press, 1980. 239p. DS489.8.H67

Jiggins, Janice. *Caste and family in the politics of the Sinhalese, 1947-1976.* New York, Cambridge Univ. Press, 1979. 189p. HQ666.8.J53

Jupp, James. *Sri Lanka, third world democracy.* London, F. Cass, 1978. 423p. JQ659.A15J9

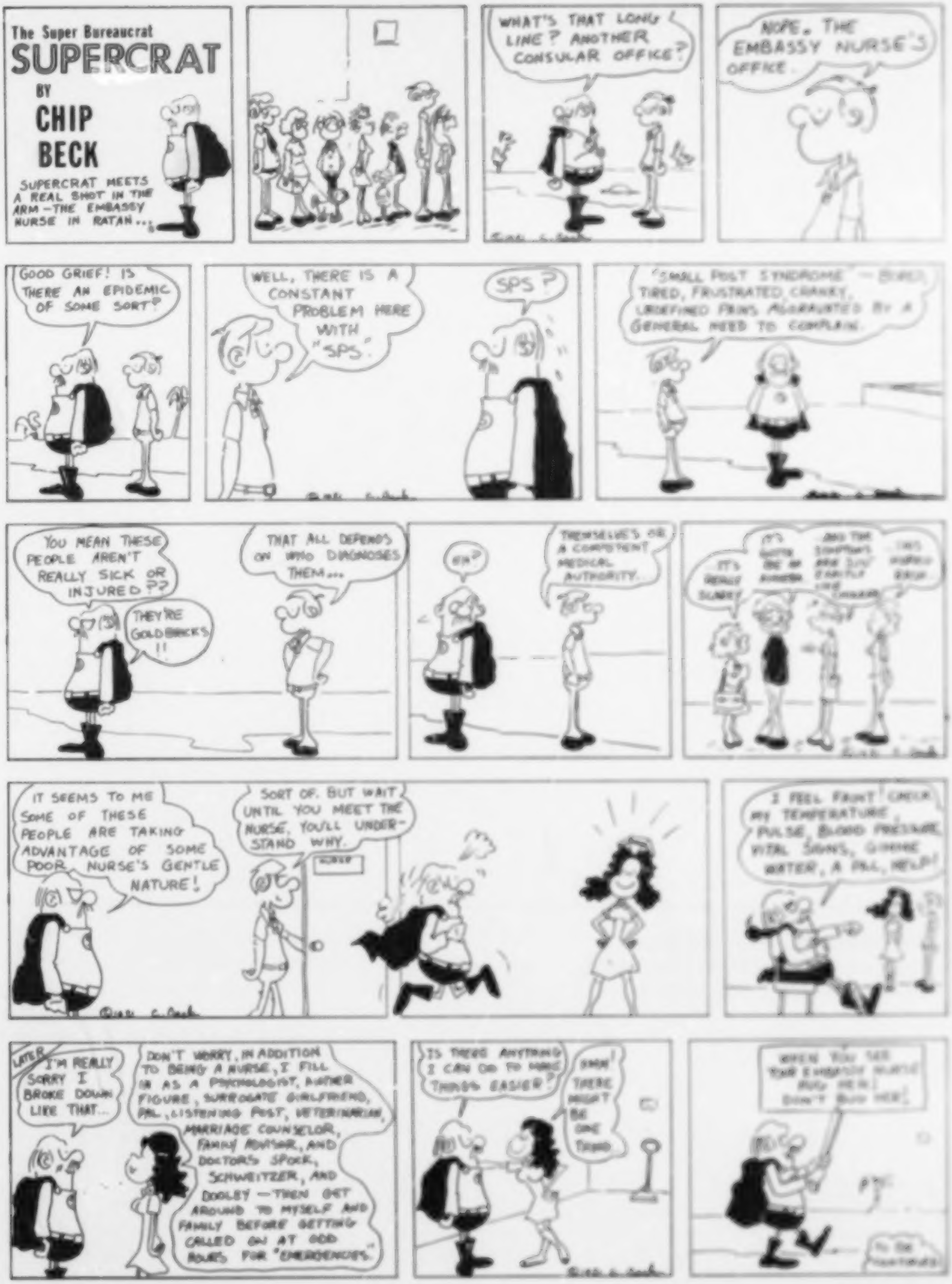
Musannif, Yazgan. *Sri Lanka, an emerging business centre.* London, Economist Intelligence Unit, 1980. 104p. HC437.C4M8

Smith, Bardwell L., ed. *Religion and legitimation of power in Sri Lanka.* Chambersburg, PA: ANIMA Books, 1978. 244p. BQ359.R44

Wilson, A.J. *Politics in Sri Lanka, 1947-1979.* London, Macmillan, 1979. 320p. DS489.8.W54 1979 ■

---

*Part II will cover other South Asian countries. An earlier bibliography on the Indian subcontinent appeared in the August/September 1978 issue of State.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
SUPERCRAT MEETS A REAL SHOT IN THE ARM — THE EMBASSY NURSE IN RATAN...
WHAT'S THAT LONG LINE? ANOTHER CONSULAR OFFICE?
NOPE. THE EMBASSY NURSE'S OFFICE.
GOOD GRIEF! IS THERE AN EPIDEMIC OF SOME SORT?
WELL, THERE IS A CONSTANT PROBLEM HERE WITH "SPS".
SPS?
"SMALL POST SYNDROME" — BORED, TIRED, FRUSTRATED, CRANKY, UNDEFINED PAINS AGGRAVATED BY A GENERAL NEED TO COMPLAIN.
YOU MEAN THESE PEOPLE AREN'T REALLY SICK OR INJURED??
THEY'RE GOLDBRICKS!!
THAT ALL DEPENDS ON WHO DIAGNOSES THEM...
EH?
THEMSELVES OR A COMPETENT MEDICAL AUTHORITY.
...IT'S REALLY SCARY
IT'S GOTTA BE AN AMOEBA
...AND THE SYMPTOMS ARE JUST EXACTLY LIKE CANCER
...THIS HURTS BAD...
IT SEEMS TO ME SOME OF THESE PEOPLE ARE TAKING ADVANTAGE OF SOME POOR, NURSE'S GENTLE NATURE!
SORT OF. BUT WAIT UNTIL YOU MEET THE NURSE. YOU'LL UNDERSTAND WHY.
NURSE
I FEEL FAINT! CHECK MY TEMPERATURE, PULSE, BLOOD PRESSURE, VITAL SIGNS, GIMME WATER, A PILL, HELP!
LATER
I'M REALLY SORRY I BROKE DOWN LIKE THAT...
DON'T WORRY, IN ADDITION TO BEING A NURSE, I FILL IN AS A PSYCHOLOGIST, FATHER FIGURE, SURROGATE GIRLFRIEND, PAL, LISTENING POST, VETERINARIAN, MARRIAGE COUNSELOR, FAMILY ADVISOR, AND DOCTORS SPOCK, SCHWEITZER, AND DOOLEY — THEN GET AROUND TO MYSELF AND FAMILY BEFORE GETTING CALLED ON AT ODD HOURS FOR "EMERGENCIES."
IS THERE ANYTHING I CAN DO TO MAKE THINGS EASIER?
HMM! THERE MIGHT BE ONE THING.
WHEN YOU SEE YOUR EMBASSY NURSE HUG HER! DON'T BUG HER!
TO BE CONTINUED

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

U.S.MAIL

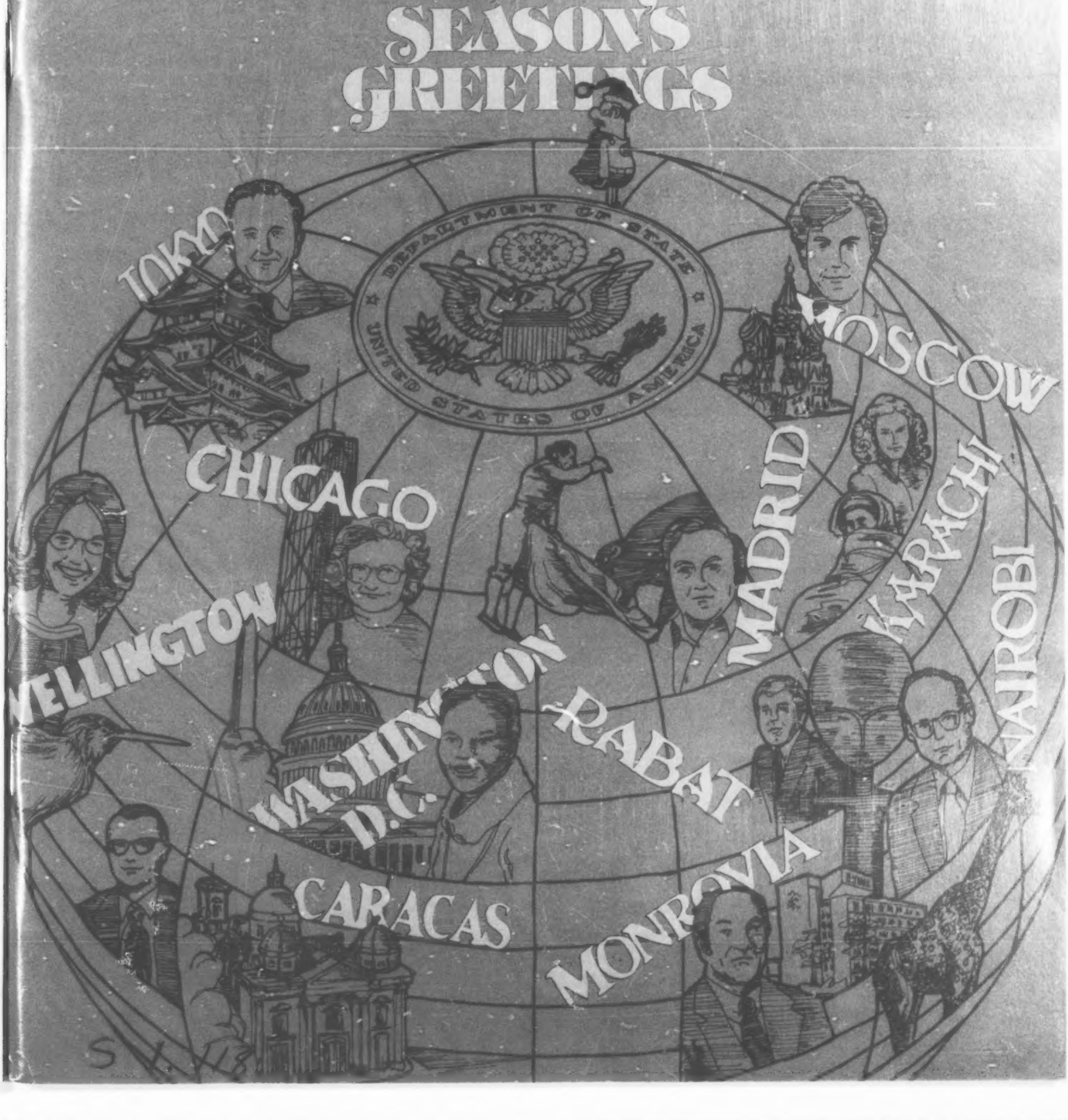
If address is incorrect
please indicate change.
Do not cover or destroy ⟶
this address label.
Mail change of address to
PA-OAP
Room 5815A

240

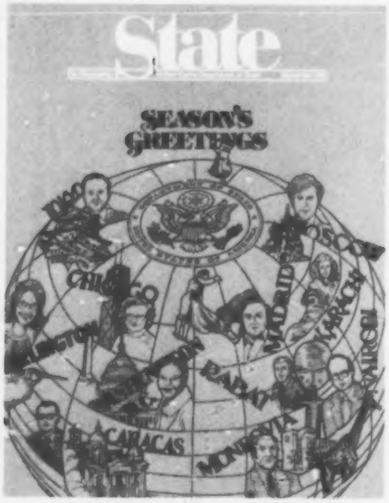
State

The Newsletter United States Department of State December 1981

NEWARK PUBLIC LIBRARY
DEC 2 1 1981
PUBS.
DEPOSITORY 376


SEASON'S GREETINGS
DEPARTMENT OF STATE
UNITED STATES OF AMERICA
TOKYO
MOSCOW
CHICAGO
MADRID
KARACHI
NAIROBI
WELLINGTON
WASHINGTON D.C.
RABAT
MONROVIA
CARACAS

S 1.118



THE COVER—The very best of the season to all of us, from all of us, in this great big family called State—consisting of the Foreign Service and Civil Service, spread across our own country and 253 posts over the globe. Our people who bring you greetings include, in CARACAS, KENNETH SKOUG JR., economic officer; in CHICAGO, at the passport agency there, processing clerk JOSEPHINE RONKOWSKI; in KARACHI, CHERYL BIEHL, Foreign Service nurse; in MADRID, KENNETH P. CLARK, communicator; in MONROVIA, EDWARD J. PERKINS, deputy chief of mission; in MOSCOW, HARVEY BUFFALO, administrative officer; in NAIROBI, WILLIAM C. HARROP, ambassador; in RABAT, JOHN C. GARON, administrative officer; in TOKYO, RONALD A. GAIDUK, consular officer; in WASHINGTON, JOHNNA WRIGHT, clerk-typist in the Office of Security's identification unit; in WELLINGTON, LINDA C. STILLMAN, political officer; in the vicinity of the NORTH POLE, STATE magazine's SUPERCRAT (disguised as Santa Claus). Our artist made sketches from ID photos. The editor gave him a batch selected at random, representing a rough cross-section of posts and occupational categories.

United States Department of State

Letters to the Editor

Article draws praise

WASHINGTON

DEAR SIR:

The article in your November issue, "Employee is Arrested in Embezzlement Case," has been brought to my attention. I want to commend Mr. Robert L. Brown, the inspector general of the Department of State, for his handling of this case, and your magazine for publicizing it. This is one good way to make it known that the Administration is determined to combat waste, fraud and mismanagement in all parts of the Government establishment, at home and overseas.

Sincerely,
EDWIN L. HARPER
Chairman, President's Council on Integrity and Efficiency,
and deputy director,
Office of Management and Budget ☐

F.D.R. and Cordell Hull

NAPLES, ITALY

DEAR SIR:

I read with interest in the March issue George Renchard's letter to the editor concerning David Trask's comments about Cordell Hull. I had expected to read some response to retired-Ambassador Renchard's letter, since it did unequivocally challenge the head of the State Department's Historical Office. While I do not dispute the evidence cited by Mr. Renchard, I believe that most, if not all, diplomatic historians of any repute would agree with Dr. Trask. Only the revisionist, New Left historians consider Hull an important policymaker under F.D.R. They do so, however, for ideological reasons, and try to show how the postwar international economic system, which Hull was instrumental in designing, has served to enrich the United States and oppress the world.

There is no doubt that Hull him-

(Continued on Page 76)

State

December 1981
No. 240

9

20

27

40

News stories

11 Statue of Franklin
14 Ambassadorships
17 Abrams: human rights
19 2 win $5,000 awards
20 Gunman fires at chargé
31 Dinner nets $255,000 for reception rooms

Feature stories

4 The selection boards
9 Our own policewoman

Holiday features

24 A "Christmas tree" on Cyprus
27 "Scrooge" repents
35 Curing holiday blues

Photo story

40 Post of the month: Geneva

Departments and features

36 Alcohol Awareness
46 "American Diplomacy"
14 Appointments
34 "Ask Dr. Korcak"
48 Bureau Notes
79 Current Publications
30 Diplo-Crostic by Becker
37 Education and Training
47 Foreign Service Families
19 Honors and Awards
1 Letters to Editor
80 Library Booklist
11 News Highlights
78 Obituaries
60 Personnel: Civil Service
64 Personnel: Foreign Service
77 STATEments
76 Transfer Tremors

Special lists and statistics

Reagan's ambassadorial appointments 17
New Foreign Service classes and pay schedules 71
1981 promotion statistics 72
Commendations of rating officers 73

Editorial Staff
Executive editor Francis J. Matthews
Editor Sanford (Whitey) Watzman
Associate editor Barnett B. Lester
Staff writer Donna Gigliotti
Staff assistant Catherine Lawson

STATE magazine (formerly the Department of State NEWSLETTER) is published by the Department of State to acquaint its officers and employees, at home and abroad, with developments of interest that may affect operations or personnel.

There are 11 monthly issues, including a combined August-September issue. Deadline for submitting material for publication is the 15th of each month.

Contributions from the field may be submitted by an Operations Memorandum with the subject title: STATE magazine.

In the Department, contributions should be in writing and addressed to STATE magazine, DGP/PA, Room 4515. The office telephone numbers are (202) 632-2019, -1648 and -1742.

Although primarily intended for internal communications, STATE magazine is available to the public through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Domestic subscription rate is $13.00 a year. There is an additional charge of $3.25 for foreign mailing. A single copy sells for (domestic) $2.25; (foreign) $2.85. ☐

SEAL OF THE PRESIDENT OF THE UNITED STATES

Our holiday greetings to all the people of the Dept. of State, at home and abroad.

Nancy & Ronald Reagan

To The Foreign Service and Civil Service family of The Department, at home and at all our posts, we wish you a most happy holiday.

Alexander and Patricia Haig

Selection Boards

4 Foreign Service employees tell of their board experiences

System works, they say, but evaluation reports could be more candid

In the articles that follow, several members of the 1981 selection boards comment on their experiences. Members of four diverse boards (senior officer, miscellaneous specialist, security and secretarial) were asked by the Office of Performance Evauation to give their personal impressions of the process, in the hope that their experiences would help Foreign Service employees better understand how the promotion system works—and how evaluation reports are utilized.

While these individual comments are entirely personal, and should not be understood to represent the views of other board members or of the authors' own boards, the four express views widely shared by board members. They express concern over the quality of evaluations and stress the need for better substantiation and greater candor in reports. They also seem to agree on two important conclusions: that despite the heavy workload and difficult decisions involved, (1) boards at all levels and in all categories are able to make promotion and low-ranking recommendations dependably, and (2) board service is personally and professionally rewarding.—John H. Rouse, director, Office of Performance Evaluation, Bureau of Personnel.

Senior officer board

BY CHARLES S. KENNEDY

The author, consul general in Naples until recently, is on temporary assignment in the Bureau of Human Rights and Humanitarian Affairs.

THESE ARE RANDOM musings after my service on the 1981 FSO-2–FSO-1 (old-style) selection board. The official title of the board was Board III, or Counselor Board, but when I told fellow officers I was looking at the files on FQ–2s (an infelicitious designation, soon to be changed to FE-OCs) who were being considered for FQ–1 (FEMCs-designate) I drew a blank.

Mr. Kennedy

Sitting on the board, I could not help but develop a tremendous respect for our personnel placement system, since again and again the efficiency reports noted that the officer in question was "the right person at the right place at the right time." When I consider the mixed bag of unexpected problems we have to deal with throughout the world—war, plague, and famine, as well as currency problems, earthquakes, terrorists and the like—I marvel at the effort, care, and, especially, the prescience of our placement officers.

I take my hat off also to our Office of Medical Services for turning out so many "clear-eyed" officers, despite the fact that those we were dealing with were mostly in the late 40s or early 50s—veterans of years on the diplomatic cocktail circuit.

Perhaps it is a reflection of the jogging craze that most of these clear-eyed officers were able to "hit the ground running." I came away with the impression that most of our senior officers were deposited at post by parachute.

I felt a bit miffed when I realized I had obviously been on a secret blacklist which had kept outstanding officers from serving under me. In over 20 years of writing OERs I'd felt I could use the top rating only once, yet I found the FSO–2 (old-style) ranks loaded with "Outstanding" officers, as demonstrated by the objective reports of ambassadors, deputy chiefs of mission and deputy assistant secretaries. Most of the rating officers were reluctantly "forced to" use the top grade, or "had no choice but to . . ." I had no idea of the agonies that many of our most distinguished colleagues had gone through last April before ticking off that "Outstanding."

Our board had two tasks, first to draw up a list of 40% of the officers who should be considered for merit pay, then to produce the more traditional rank-order list for promotion and low-ranking. It took approximately one week to do the merit pay list—not in rank-order, and about four weeks for the high and low-ranking lists. From a practical point of view, the merit pay list is the only one that means more money for senior FSOs because of the cursed continuing pay cap. The Government service has taken on aspects of the old Civil War system of brevet ranks (honor and responsibility, but no pay increase).

It must be fun to serve under political ambassadors, since most are so enthusiastic and appreciative of the work that their professional deputy chiefs of mission do for them that the efficiency reports fairly gush with enthusiasm. Very few of their deputy chiefs of mission can honestly be said to have any discernible weaknesses. Admirals, generals, governors and college presidents also show the same wonderful enthusiasm for FSOs detailed to them. We obviously are a marvelous breed.

The selection boards provide an excellent educational experience. I had it brought home to me how there really are two sets of officers—overseas and Department. Both serve from time to time on each other's turf, but the career patterns are quite distinct. I was fascinated to realize for the first time what many of our senior Department officers really do. If one were to take seriously, which I do, the descriptions of the tasks performed and the objectives accomplished within the confines of New State, there is a serious question as to why we bother to staff posts overseas.

It is essential to have an economic officer on each board, not only to see that his/her fellow officers receive a fair shake, but also to translate some of the job descriptions which are incomprehensible to anyone not steeped in the dismal science.

Scientific advances are an essential part of the personnel system. For instance, the Bureau of Personnel has made a great breakthrough in the area of cloning. Many ambassadors describe their deputy chiefs of mission as their alter egos. As they detail the style in which the deputy goes about his/her business, there is a soupcon of suspicion that the ambassador is describing his/her own methods—as seen through a self-satisfied rosy haze.

Many of our senior officers are acting against their own interests in taking the definition of a diplomat as being a "peacemaker" too seriously. Ambassadors, deputy chiefs of mission and chiefs of political sections, as well as country directors, are rewarded by selection boards directly in proportion to the level of chaos in the country with which they are dealing.

High-ranking administrative officers are all "can-do" types. While they might be running sections with a staff of several hundred dealing with varied programs, too large a number of ambassadors tend to judge their administrative officers on the state of the plumbing in the residence. One administrative officer did have in his job description: "Dispose of 14,000 bottles of liquor left over from a defunct Embassy club." The body of the report did not go into detail, but the officer was a "can-doer."

Senior consular officers get credit for "turning their sections around." I know that a section which I had successfully "turned around," and was promoted for doing so, also had been "turned around" by my predecessor, earning her a promotion. Now it was being "turned around" by my successor, who was on this year's promotion list. No wonder some of our FSNs look glassy-eyed.

As managers, the people of the Foreign Service must be without equal, since each section chief is reported to have made major improvements over the past section chief's operation, which itself was outstanding. We obviously are approaching a managerial nirvana.

The board did note that some of our assistant secretaries who are chiefs of geographic bureaus need a brushing up in certain elements of English grammar, especially the use of the superlative. According to most grammatical sources, there can only be one "best" ambassador or country director per continent.

Reading hundreds of efficiency reports which would have benefitted from greater substantiation and candor, as well as some new figures of speech, is a numbing experience. Somehow, though, in spite of it all, the system works. We were all heartened, and were a bit surprised, to see that at the end, in spite of our varied backgrounds in the Service and, in the case of the public member, entirely outside of it, we came out with a high/low-ranking list which we unanimously and confidently believed to be an accurate distillation of the evidence at hand.

Service on selection boards is not easy, especially when the period is in July and August, and the choices that have to be made can cause not a little anguish. Still, I do recommend a stint on these panels for all officers; it is *the* way to find out what we do for a living, and if you are lucky enough to be on one chaired by George Vest, run, don't walk, to sign up. ☐

'Miscellaneous' board

BY NEWTON JASSIE, M.D.

The author, who is director of medical clearances in the Office of Medical Services, served on Selection Board S-1, which reviewed the files of employees in miscellaneous occupational categories.

AFTER 12 YEARS abroad, in places as diverse as Brasilia, Conakry and Kathmandu, it was indeed a pleasure for me to return to the United States for an assignment.

Dr. Jassie

Being selected to serve on a promotion panel so soon upon returning clearly buoyed my spirits, not withstanding the veiled hints of colleagues that a period of intense suffering was in store for me. I was prepared for presbyopia to arrive in due course, from reading several hundred officer evaluation reports, and I felt that a pair of specs would be a small price to pay for being initiated into the omniscient, secret society of the selection boards.

Once the work started, I was delighted to find that my panel members came from vastly different backgrounds. A public member with anthropology and management experience, a consular officer, a scientist, an administrative officer, and a budget and fiscal officer—all had widely differing experiences and views of the Foreign Service when compared to my medical background.

I had always believed that writing was the Foreign Service officer's forte, and the promotion panel experience confirmed this. Mountains could be made out of molehills with the drop of a few well-chosen adjectives. Evaluations were written in resplendent prose, producing the impression that the daily lives of our employees at home and abroad were challenging, vibrant, and of the utmost importance to the national security. Individuals displayed "controlled diplomatic aggressiveness" to achieve their ends. Some were fortunate enough to be in the right place at the right moment in history, and so earned everlasting acclaim in repairing a chief of mission's bedside table or an under secretary's lamp.

The rapidity with which visas can be issued astonished me, and I soon felt that the Guinness Book of World Records was remiss in not recording that visas are issued in 25 seconds at some of our posts abroad.

Certain cosmic truisms became apparent to me during this experience. While generalizations are notoriously prone to exceptions, I am certain that all of our diplomatic posts follow a strictly cyclic pattern of effectiveness. That is, they pass from chaos at the end of one employee's tour into a rapturous state of well-oiled efficiency shortly after the arrival of the rated officer. That this cycle recurs with every officer is quite obvious, and such information might be very vaulable in avoiding transactions during the chaotic periods!

I did not discover the ideal Foreign Service officer, nor could I construct a composite, as some were deemed superlative for being aggressive, others for being restrained and appropriately shy. The range of glorification in the reports knew no limits, and clearly it was inspiring to realize that we have such a superlative service and that obstacles have never prevented the success of our missions.

For us as panel members, it was most difficult to remain faithful to the precepts that called for selecting individuals demonstrating the skills and abilities to perform at higher levels of responsibility. The desire to reward individuals for superlative efforts and accomplishments always arose. Not knowing the actual numbers of promotions available allowed us to select individuals for promotion who were deemed qualified. The arduous discussions were forthright and intense, in view of the fact that the precepts required an employee to be listed for promotion if even one member recommended promotion.

Acronyms to Remember Dept.

The Information Systems Securities Staff, in the Bureau of Administration, is known by an acronym—A/ISS—which lacks a third S but which, it is to be particularly noted, does include an I.

Selecting low-ranking members of a group was a task in many situations, and happily, if the skill group was small enough, this was not required.

Identifying poorly written reports and individuals needing counseling were major tasks of the panel, and ultimately we were able to produce a number of recommendations for adjustments deemed helpful for future officer evaluation reports.

My experience demonstrated to me that promotions do not reside solely in the hands of God and the promotion panel, but rather predominantly with the rating, rated and reviewing officers. The ability to write meaningfully about an individual and a job function is still the core. The basic relationships and examples of activities and skills must be emphasized. This of course returns us to the fundamental importance of communicating, particularly through the written word.

I believe the entire process is dependable and is a workable one that relies upon the honesty and skills of the participants.

Participating on a promotion panel is an experience that I heartily recommend, for it will provide the opportunity to personally become familiar with the system, and to interact with colleagues across a wide functional and experiential spectrum. Above all, it will make you subsequently a firm believer and practitioner of superior communication skills. ☐

Security officers

By JulieAnn McGrath

The author, who is in the administrative cone, has served at five overseas posts. She was a member of the selection board that reviewed the files of security officers.

Ms. McGrath

PEOPLE on salt-free diets should not serve on selection boards because they'll need salt to sprinkle on some of the reports they read. And those who like detective stories will enjoy the need to play detective as they read the reports.

The purpose of selection boards, as even the Foreign Service neophyte knows, is to weigh the performance of colleagues eligible for promotion, in order to help promote the most deserving. The theory is great, but practice is not easy. I came out of the board experience with the feeling that my board's work was based on a very human process ("human" being diplomatese for imperfect). I can only hope that the human touch we added to the process represented a triumph of human reason and discernment.

Having raised the concept of imperfection, let me hasten to establish perspective. The entire process, from design of employee evaluation reports (EERs) through publication of promotion lists, is less than error-free. Nonetheless, I would judge it to be about 90% reliable. Total reliability is not attainable, and efforts to modify the system so as to produce a higher degree of reliability would result in a cumbersome paper apparatus. But talking about the imperfections is not to criticize the 90% that works well.

The panels get the precepts, and State's Office of Performance Evaluation, in the Bureau of Personnel, develops some dry-run exercises based on the precepts. But none of this makes up for rating and reviewing officers who do not apply the criteria in the same way. In fact, board members who try to apply the precepts in a precise to-the-letter manner find it difficult to distinguish among the great majority of the officers whose files are being reviewed. Nuances in the EERs become very important. It was in this regard that we stepped into our Sherlock Holmes roles. Was that compliment intended as such, or was it meant to be a kiss of death? Was that comment carelessly drafted, or was it intended that we take a pejorative reading? Was the failure of the reviewing officer to pick up on a statement of the rating officer not *really* a failure?

There was a need to guard against making an evaluation based on the style of the rater, rather than on what was said about the rated officer. Needless to say, some raters write better than others, and do better jobs of depicting the qualities of their subordinates. After a while, the board member begins to recognize distinct styles among the raters. There were the raters who criticized for poor grammar and lack of proofreading—and displayed the same shortcomings. There was the rater who used three five-dollar words on the same page, each one incorrectly; in only one case could I figure out what he had intended to say. And there were the raters who always described the rated officers as having, in effect, cleaned up messes or instituted long-overdue changes; panel members quickly start to wonder why, since the changes are made in time for each EER, the need recurs in time to be corrected for the next EER.

I almost wished I had kept a tally on the placement of checks in the boxes denoting performance and potential. The "Excellent" box was checked in what seemed to be 70–80% of the EERs we reviewed. While raters do not compare rated officers directly with other officers, it would seem that describing 70–80% of all officers as "Excellent" must be taken with that grain of salt. Some of the highest marks were indeed substantiated by detailed narratives. But as to those that were accompanied by vague narratives—were they the work of lazy raters, or did the rater write only to avoid confrontation with the rated officer? There were some raters who gave mid-marks the next year; to me, this indicated a more logical development than automatic second-from-the-best checks, and I found myself giving greater credence to those EERs.

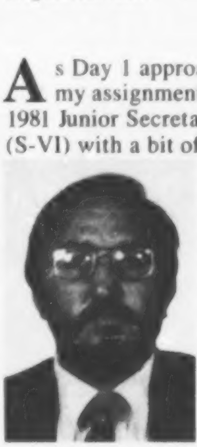
The evaluation process, or the EERs, quickly sorted out the genuine water-walkers and the turkeys. But, almost by definition, the average (and even such an elite group as the Foreign Service has those who are "average") represents the majority which seemed to be largely undifferentiated. As to those who appeared to be at the extremes of their peer group, they had gone through only the first stage of the selection process. My panel—I am sure we were typical—felt they could not make recommendations based solely on the EERs. We made allowances for experience-in-grade, and we also tried to be aware of the officer's overall period of experience in the Service. We felt that someone who had done a good job in a more responsible position than his personal grade deserved extra credit. Someone in a tough job usually warranted more consideration than someone in a soft position. Similarly, serving in unattractive or dangerous posts carried more weight with us than service in the garden spots. Depending on the grade, we also tried to factor in the variety of assignments and supervisory responsibilities. In sum, the kinds of assignments received, and the way they were carried out, were a major factor as to promotability.

In conclusion, I found my service on the board to be instructive and useful. While I would not care to repeat it, I am glad to have had the experience. □

Secretarial board

By B. Jerry Lujan

The author, formerly a communicator overseas, is administrative officer in the Office of Ethics, Office of the Legal Adviser.


Mr. Lujan

As Day I approached, I considered my assignment as chairman of the 1981 Junior Secretary Selection Board (S-VI) with a bit of trepidation. It was unlike other assignments I had received in my 20-plus years with the Department. I was completely unfamiliar with "selecting" persons for whatever they were to receive. Over the years I had read the results of the boards, sometimes with disappointment, sometimes pleasure. But never did I think *I* would be in the position of deciding whose name would appear on a promotion list. My eyes were soon to be opened—wide—and my understanding of the selection system vastly expanded. I learned that the system, as far as I knew it, *worked,* and worked well for those it serves.

After the first sessions, I thought to myself: "My God, is this the way *my* promotions were handled? It's not humanly possible for this system to determine which person should be promoted over another!" Yet, needless to say, as had many who served before me, I gradually changed my mind about the system. Not only does it work, it is the only system that will serve our type of employment. It is cumbersome, time-consuming and has appearances of being illogically conceived, but it is by far the most equitable.

I say cumbersome and time-consuming because several years of a colleague's personal history must be read and digested to determine whether he or she is *promotable.* And considering the transfers of rating officers as well as rated officers, we sometimes found three evaluation reports written in one year. Add to that the fact that the form changed several times during this period, and also add the Civil Service rating form that may have been submitted on Foreign Service employees in a "prior life." If that isn't cumbersome and time-consuming, then I don't know what is.

I also say illogically conceived, to partially describe the process. There was no rhyme or reason in the way we selected files to be reviewed. We would pick 40 at random from a file drawer and start in, reaching decisions on that 40 before starting on the next group—on and on until we were finished. We voted, discussed, revoted. Our first surprise came in seeing how closely we agreed most of the time—first surprise, then a glow of satisfaction as we realized that everyone was on the same wavelength.

In accord with the precepts, the burden of identifying those to be *recommended* for promotion lies with the selection boards. And the burden of ensuring that only those whose performances *warrant* consideration for promotion lies with the rating and reviewing officers. However, we felt that these officers should not shirk their responsibilities by simply stating: "I recommend (so-and-so) for promotion at the earliest possible time." Performance, be it outstanding or unsatisfactory, should be illustrated by examples of what a subordinate had done. This is best accomplished when rating officers write simple, descriptive and honest reports. They owe it to the employee and to the Service.

Simple means not using $64 words or foreign phrases; plain English should be the norm. This may be a strain for some rating officers, but it might be good for them, too. Descriptive means somehow distinguishing between a person—who walks, talks, breathes and relates to other people—and a machine that merely arrives at the office on time, types, files and takes dictation, but doesn't say a word to the boss. Honest means—I must tread softly here. But I do feel that, given the number of reports we read, it was implausible not to have encountered more ratings that were lower than the ones presented to us. Hopefully, because of the changes in the Foreign Service Act, there will be more candor in future reports.

As I had heard from members of previous boards, work continues over the weekends. In my case, the work followed me home at night. I dreamed of Wang computers "singing like Pavarotti," of typewriters "dancing as smoothly as Baryshnikov," of offices "purring like kittens." All of these were phrases of a kind that recurred in the reports I read.

I was relieved when it was all over, but at the same time I felt let down. I felt I was being transferred from a post I had liked and enjoyed. Clearly, this was *not* the way I felt the first week. I hope that the recommendations we made to the director general will ensure that our work was not in vain. It was an experience I shall not soon forget, and I would do it again if called upon. ■

FOREIGN SERVICE INSTITUTE—At awards ceremony, from left: ***Leonor Paine, Luciana Harwood, Barbara Melo, Clara Sommariva, Norma Page Rowe, Julia R. Steele, Susana Framinan, Jose Mejia, Panagiotis Sapountzis, Marion Lewis, Eunice Edwards.***

Your Colleagues

You may call her 'Captain'

(She wears a badge after 5 p.m.)

LEE HENDERSON, a Civil Service secretary in the Bureau of Inter-American Affairs, has always wanted to be a policewoman. Even though she's the daughter of a retired ambassador, and the sister of a Foreign Service secretary, she never really considered the Foreign Service as a career. "I'm not much of a traveler," she said in an interview with STATE, "and I don't like planes. I'd rather get into a police scout car."

Ms. Henderson **at her desk in the Latin America bureau.**

In 1974, Ms. Henderson did get into a scout car. She had indeed become a policewoman—a Reserve policewoman, that is, with the Washington Metropolitan Police Department Reserve Corps. Last year, she became the first female captain in the corps' 30-year history.

"I wanted to be a regular, full-time," said Ms. Henderson, "but because of an eye problem, I couldn't pass the physical. So I joined the Reserves." She is one of about 20 women in the 250-member Reserve force. In 1979 and 1980, she devoted over 1,000 hours to the Reserves—some 10 hours per week.

She explained: "We're volunteers who work along with the regular police, and we wear the same uniforms. The big difference is that we don't carry weapons. Still, we have to know how to shoot, because we can be sworn in as regulars in an emergency."

During her first five years as a Reservist, she frequently accompanied regular policemen on routine calls. "But I got beat up one night," she said. "My partner and I were patroling the Capitol Hill area in a scout car. We went on a disorderly-conduct call to a party that had gotten a little out of hand. When we asked the people to quiet down, they didn't like it. A fight broke out and I was thrown over a railing. Later, I was black and blue from my chin down. That was it for me. I decided I wanted to transfer to a different section of the Reserves."

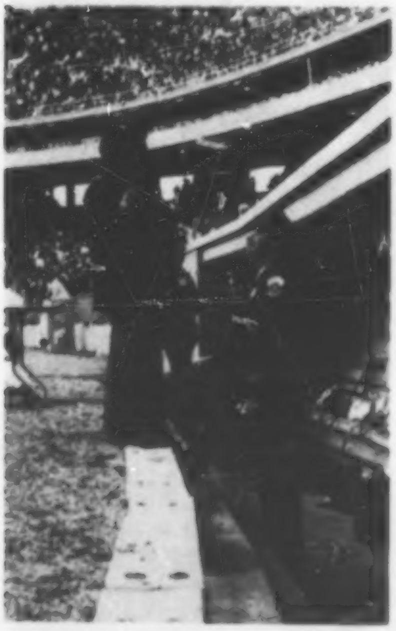
Ms. Henderson now works in the Reserve's Special Operations Division, Administrative Branch. She spends Tuesday and Thursday eve-

Ms. Henderson with her father, retired Ambassador *Douglas Henderson. (Photos by Donna Gigliotti)*

nings at the station on 23rd and L Streets N.W., after a full day at her desk in the Office of Regional Political Programs. "I work on recruitment, orientation and training," she said, "which involves supervising between 20 and 40 people. I also work on crowd control at the Redskin home games, and at parades. The best detail I've worked was when the Pope was here in Washington. I was on duty right up front and could see him perfectly."

During her childhood, Ms. Henderson lived in Bolivia, Peru and Switzerland. Her father, retired Ambassador Douglas Henderson, now lives in Massachusetts. But he was in Washington recently to visit Ms. Henderson and celebrate her 33rd birthday. "I don't think my father quite understands why I do this," she said, speaking of her involvement with the Reserves.

Besides her sister, Jennifer, a Foreign Service secretary assigned to Embassy Georgetown, Ms. Henderson has another sister who is completing a Ph.D. at Fletcher School, one brother who is a bank vice president, and another brother in Boston "who knows everything there is to know about flea markets."



On duty at a Redskins game. ***Ms. Henderson*** **is assisting with crowd control.**

Ms. Henderson is a graduate of George Washington University, with a degree in Spanish and Latin American area studies. "When I started working here at State in 1974," she said, "I hadn't finished my degree. My boss arranged for me to attend classes during the lunch hour so I could finish. Now, knowing how to speak Spanish has come in handy to me as a member of the Reserves. The police department sometimes calls me when it needs someone to speak the language."

Asked what appeals to her most about being a member of the Reserves, she said: "It's the camaraderie. The Reserve officers are good people. They're from all walks of life. We have a mortician, a Metro bus driver, a medical technician, and so on. A good many of my friends are cops—the women in my office here at State always tease me about that."

But they didn't tease her when former Secretary Muskie received a letter signed by the Washington, D.C., chief of police, commending Ms. Henderson for her work as a Reserve policewoman. The letter is framed and hangs above her desk in Room 5911.

Ms. Henderson has won awards at the Department, too. She shared in a group Meritorious Honor Award given to the Columbia Working Group for their performance when Ambassador Diego Asencio was taken hostage. "I worked a lot of overtime from then until he was released," she said. In addition, she has won two Superior Honor Awards, two other Meritorious Honor Awards, two quality step increases and two excellent-performance ratings.

At her home in Fairfax, Va., Ms. Henderson enjoys the camaraderie of a Labrador retreiver, a Welsh Corgi dog, and two parakeets. She bakes chocolate brownies, which she brings to the Redskin games for her police colleagues to munch on before their work begins.

"If you know of anyone who's interested in joining the Reserves, please have them get in touch with me," said Ms. Henderson. She can be reached on 632-2667.

—Donna Gigliotti ■

News Highlights

Statue of Franklin to be erected at State

Benjamin Franklin, by Paul Wayland Bartlett, at the garden in Paris.

The Department is planning to erect a bronze, larger-than-life statue of Benjamin Franklin at the Main State building as the climax of the year-long observance of State's bicentennial. Dedication ceremonies are to be held next spring.

In announcing the project, Francis Terry McNamara, bicentennial coordinator, said that the statue may be placed either in the courtyard, near the cafeteria, or in a garden-like setting in front of the building. "Other possible sites are being considered," he added. "We're open for suggestions."

The statue will be cast from a model located in Waterbury, Conn. The original, by American sculptor Paul Wayland Bartlett, is in the garden of the U.S. embassy in Paris. Mr. Bartlett, who was born in New Haven, Conn., in 1865, was educated in Paris. He has won many awards for his works at home and abroad.

Among his more famous works are "Bear Tamer," which won a medal at the Paris Salon in 1887, on display in the Metropolitan Museum of Art in New York; an equestrian statue of Lafayette, given to the French people by schoolchildren in the United States in 1908, now in the courtyard of the Louvre in Paris; six large figures at the entrance of the New York Public Library; heroic statues of Columbus and Michaelangelo, on view in the Library of Congress in Washington; the sculptured pediment on the House of Representatives wing of the Capitol, and other works. Mr. Bartlett died in Paris in 1925.

"We selected Franklin because he was America's first diplomatic agent, the father of the Foreign Service, and the first U.S. minister," Mr. McNamara said. "He carried on negotiations abroad in a masterful way, and he serves as a model for all of us in the Department."

The coordinator added: "We're eager for contributions to defray the cost of casting the statue." Tax-deductible contributions may be sent he said, to the American Foreign Service Association, Fund for the Franklin Statue, 2101 E Street NW., Washington, DC 20037. "We have already collected more than $25,000 from individuals and foundations," Mr. McNamara reported. "We need about $5,000 more."

In another bicentennial project, the Department has published "Yorktown: Cornerstone of Independence," a 44-page illustrated pamphlet to commemorate the Battle of Yorktown, October 19, 1781. The pamphlet, in English and French, was prepared by the Bureau of Public Affairs with the cooperation of the National Archives and Records Service. It was distributed to guests at the Yorktown observance, including President Reagan and French President Mitterand. It will be distributed to schools, colleges and libraries throughout the United States. ☐

Latin, congressional bureaus lead fund drive

Employees in two bureaus—Inter-American Affairs and Congressional Relations—scored as champion givers to the Combined Federal Campaign in the first three weeks of the fund drive at State.

The two groups, tying for first place, had contributed respectively by mid-November 111% of their dollar goals to the campaign, which helps support 237 health and welfare organizations, nationally, internationally and in the Washington metropolitan area. Inter-American Affairs saw four out of every five of its employees make a contribution.

Runners-up to the two bureaus, with percentages of their goals reached as of the same date, included Medical Services, 95%; Economic and Business Affairs, 88%; Public Affairs, 82%; Refugee Programs, 82%; and Sinai Support Mission (where the employee participation level was 91%—the highest), 78%. Contributions and pledges from overseas posts had not yet been tallied here. ☐

Secretary Haig **congratulates** ***Mario Cantu*** **of the Bureau of Inter-American Affairs—the first unit at State to exceed its goal in the campaign.**

Employees turning out at lunchtime November 6 in the courtyard, adjoining the cafeteria, hear Secretary Haig urge contributions to the Combined Federal Campaign. ***(Photos by Glenn Hall, Visual Services)***

2 employees disciplined in currency case

Two Foreign Service employees at a small post, who acted together, have been disciplined under 3 FAM 620 for violating the Department's currency exchange regulations and for misuse of the diplomatic pouch. They were charged, too, under 3 FAM 622, with conduct that showed "poor judgment or lack of discretion."

The pair devised a scheme to get around what they considered an exorbitant exchange rate for local currency. One of them was about to be reassigned to a nearby post where the rate was more favorable to Americans. After he got there, he used his friend's check to buy currency for him. Then he shipped the currency back to the friend via the pouch.

This was repeated a number of times, until their scheme was discovered by the Department. Questioned about their actions, the two men—neither of whom had previously committed an offense—cooperated with the investigation. This factor was taken into account when penalties, which included a period of suspension without pay, were imposed. ☐

Guidelines on reporting waste, fraud

Guidelines to assist Department employees in reporting information about waste, fraud and mismanagement have been published in a Department Notice dated November 10. Reports of waste and mismanagement normally should be made to "the head of each Foreign Service post or Department bureau or other operating unit," the Notice said, adding that, "where this has been done without satisfactory results or where, in the judgment of the employee, prevailing circumstances appear to so warrant, the report should be made directly" to inspector general Robert L. Brown.

As to fraud, "these matters should be reported directly to the inspector general," the Notice continued. Contact with the inspector general, it advised, may be established "by letter, telephone (hotline 202-632-3320) or personal contact."☐

State hosts conference recalling Nazi murders

Hundreds of survivors of the Nazi concentration camps in World War II—and their liberators from 14 countries—gathered in the Department, October 26-28, for the first International Liberators Conference, sponsored by the U.S. Holocaust Memorial Council.

In a special message, President Reagan said: "By joining with delegations from other allied nations, our country will help to put into clearer focus our memories of the overwhelming tragedy and unspeakable evil the liberators discovered." Secretary Haig addressed the conference.

Delegates heard scores of eyewitness accounts of Nazi brutalities from war correspondents, medical personnel, Allied military personnel, historians, chaplains, leaders of the resistance and from the survivors. The liberators were presented congressional gold medals and scrolls of appreciation for their roles. The participants pledged to hold another reunion "to bear witness to the crimes against the Jewish people and humanity." ☐

R. T. Kennedy, Eagleburger to address Open Forum

Under Secretary for Management Richard T. Kennedy is scheduled to discuss management issues at the Secretary's Open Forum on December 16. Another speaker, Assistant Secretary for European Affairs Lawrence S. Eagleburger, is scheduled to discuss U.S.-European relations on December 29.

The forum was to sponsor a panel on "Dissent in the Foreign Service," December 4, with Thomas A. Boyatt, ambassador to Columbia, and Robert E. White, former ambassador to El

Congressman *John LeBoutillier* (R.-N.Y.) was the Open Forum speaker on September 30.

discuss the various modes of expressing dissent available to the foreign affairs professionals, including the official Dissent Channel, which the forum helped to establish in 1971.

Speakers in November included Assistant Secretary for East Asian and Pacific Affairs John H. Holdridge, who reviewed U.S. relations with the Association of South East Asian Nations. Walter Cronkite, the television commentator, who was slated to address the Open Forum last month, was unable to meet with the group because he was covering the Columbia II space shuttle flight. His talk was to be rescheduled. ■

Mac Gray was photographer

Photo credits with the story on the "bullfight" in Portugal (STATE, November) go to Mac Gray, political officer, Embassy Lisbon.

Appointments

President Reagan continues to fill ambassadorships

He chooses envoys for 14 more nations

PRESIDENT REAGAN, as of late November, had announced his intention to nominate seven more persons as ambassadors to 14 countries. All the nominations would require Senate confirmation. The seven, in alphabetical order by posts, are:

- Barbados and five neighboring Caribbean nations: Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua, Barbuda—Milan D. Bish, president of Mid-Continent Enterprises, a Grand Island, Neb., real estate and construction firm, to succeed Sally Angela Shelton. (He would also be U.S. representative to St. Christopher-Nevis.)
- Bolivia—Edwin Gharst Corr, currently ambassador to Peru, to replace Marvin Weissman.
- Bulgaria—Robert L. Barry, deputy assistant secretary for European affairs, to succeed Jack Richard Perry.
- Chile—James Daniel Theberge, special adviser on inter-American affairs, Department of Defense, to replace George W. Landau.
- Congo—Kenneth Lee Brown, director of State's Office of Central African Affairs, to succeed William L. Swing.
- Gabon and a neighboring island nation, Sao Tome and Principe—Francis Terry McNamara, deputy assistant secretary for public affairs, to replace Arthur T. Tienken.
- Trinidad and Tobago—Melvin Herbert Evans, former governor of the Virgin Islands and a physician in St. Croix, to succeed Irving G. Cheslaw.

* * *

Following are biographical sketches of the persons chosen by the new administration.

Barbados, Dominica, Saint Lucia, Saint Vincent and the Grenadines, Antigua, Barbuda, St. Christopher-Nevis

Milan D. Bish was a member of President Reagan's transitition team in the Department of Interior. He had served as Nebraska's highway commissioner since 1979.

From 1967 to 1973 he was president of the Bish Machinery Co., Grand Island, Neb., a family-owned business. He is currently president of Mid-Continent Enterprises, a company engaged in land development, property management and residential construction. Since 1979 he has also been a partner in the Bish & Son Cattle Co. He is president of the Grand Island Chamber of Commerce, and also

MUSCAT, Oman—Ambassador *John R. Countryman* presents his credentials to His Majesty *Qaboos Bin Said*.

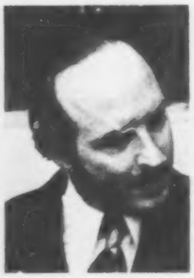
Rashish named for bank boards

President Reagan has announced his intention to nominate the under secretary for economic affairs, Myer Rashish, as U.S. alternate governor at the International Bank for Reconstruction and Development, the Inter-American Development Bank, the Asian Development Bank, and the African Development Bank. He would succeed Richard N. Cooper. ☐

Mr. Bish

Mr. Corr

Mr. Barry


Mr. Theberge

serves with the Commercial National Bank & Trust Co. of Grand Island, Five Points State Bank of Grand Island and Grand Island Industrial Foundation.

Mr. Bish was born in Harvard, Neb., on July 1, 1929. He received a bachelor's from Hastings College in 1950. He is married to the former Allene Miller; they have a son and two daughters.

* * *

Bolivia

Edwin Gharst Corr was deputy assistant secretary for international narcotics matters, 1978–80, before he became the U.S. envoy to Peru. He joined the Foreign Service in 1961.

He has held assignments as international affairs officer in the Office of Mexican and Caribbean Affairs, 1962; Foreign Service officer, then administrative assistant to the ambassador, Mexico City, 1962–66; associate representative of the Peace Corps, Cali, 1966–68; on detail to the University of Texas, for Latin American area studies, 1968–69; and desk officer, Office of Panamanian Affairs, 1969–71.

From 1971 to 1972 Mr. Corr was program officer, Inter-American Foundation and, from 1972 to 1975, he was political officer in Bangkok. In recent years he was counselor for political affairs, 1975–76, and deputy chief of mission in Quito, 1976–78. He was appointed to the class of counselor in the Senior Foreign Service this year.

Mr. Corr was born in Edmond, Okla., on August 6, 1934. He received a bachelor's in 1957, and a master's in 1961—both from the University of Oklahoma. From 1957 to 1960 he served in the Marine Corps. He then became a teaching assistant at the university. Mr. Corr won fourth place in the United States as an Amateur Athletic Union wrestler, at 136½ pounds, in 1959. He is a member of the American Foreign Service Association and Omicron Delta Kappa, a national leadership society. He is married to the former Susanne Springer; they have three daughters.

* * *

Bulgaria

Robert L. Barry was deputy assistant secretary for international organization affairs, 1978–79, before he became the deputy in the Bureau of European Affairs. He joined the Foreign Service in 1962, and was assigned as vice consul in Zagreb the following year. He returned to the Department in 1965 as international relations officer in the Office of Soviet Union Affars.

After studying the Russian language at Munich (Garmisch), 1967–68, he was assigned as consular officer and later, as political officer, in Moscow 1968–70. Then followed assignment as political officer at the U.S. mission to the United Nations, in New York 1970–71, and deputy principal officer in Leningrad, 1971–73. From 1973 to 1975 he was on detail to what is now ICA, as director of the USSR division, Voice of America.

Mr. Barry was deputy director, Office of Soviet Union Affairs, 1975–77; director, Office of UN Political Affairs 1977–78, then deputy in the international organization bureau.

He was born in Pittsburgh on August 28, 1934. He received a bachelor's, summa cum laude, from Dartmouth in 1956, and a master's from Columbia in 1962. He also attended Oxford, 1956–57. From 1957 to 1960 he was a lieutenant in the Navy. He was appointed a minister-counselor in the Senior Foreign Service this year. Mr. Barry is married to the former Margaret Crim; they have two sons and a daughter.

* * *

Chile

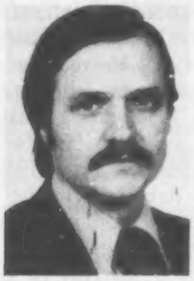
James Daniel Theberge was ambassador to Nicaragua, 1975–77. He was president of the Institute for Conflict and Policy Studies, in Washington, 1977–79, and then became senior development adviser with the Planning Research Corp., in New York, where he served until he was named to his post in the Department of Defense early this year. Before his appointment as envoy, he was director of Latin American studies at the Georgetown Center for Strategic and International Studies, 1970–75.

Mr. Theberge was also an economic adviser to the State Department, in Buenos Aires, 1961–64; head of the Department's Lending Coordination Staff, 1965–66; and adviser and senior economist, Inter-American Development Bank, Washington, 1966–69. He is the author of several books and articles on foreign affairs, and a member of the International Institute for Strategic Studies, London; Royal Institute of International Affairs, also in London; and the Caribbean Studies Association.

He was born in Oceanside, N.Y.,

Intelligence advisory board

President Reagan, establishing the President's Foreign Intelligence Advisory Board, has announced his intention to appoint Anne Armstrong, former U.S. ambassador to the United Kingdom, as chairman, and Leo Cherne of Georgetown University as vice chairman. ☐



Mr. Brown

Mr. McNamara

Dr. Evans

on December 28, 1930. He received a bachelor's from Columbia in 1952; a master's from Oxford in 1960; and a master's in public administration from Harvard in 1965. From 1952 to 1954 he was a first lieutenant in the Marine Corps. He is married to the former Giselle Fages; they have three sons.

* * *

Congo

Kenneth Lee Brown, who was appointed to the class of counselor in the Senior Foreign Service this year, served as deputy director of the Department's Press Office and as associate spokesman, 1977–79, and as deputy director of the Office of UN Political Affairs, 1979–80.

He joined the Foreign Service in 1961 and was assigned as consular, economic and political officer in Algiers. From 1963 to 1965 he was a research analyst in the Department and, from 1965 to 1967, he was political officer in Kinshasa. Mr. Brown was a fellow at the Center for International Studies at New York University, 1967–69, on leave from the Department without pay. Following his studies there, he became program officer at the Department's Reception Center in New York, serving until 1970.

Mr. Brown returned to Washington in 1970 to become desk officer for Zambia and Malawi. In recent years he was political officer in Brussels, 1972–75, and information officer in Brussels, 1975–77.

He was born in Seminole, Okla., on December 6, 1936. He received a bachelor's from Pomona College in 1959; a master's from Yale in 1960; and a second master's from New York University in 1975. From 1960 to 1961 he was a second lieutenant in the Army Reserve. He is a memer of the American Foreign Service Association and Phi Beta Kappa. He won the Department's Superior Honor Award in 1979. Mr. Brown is married to the former Bonnie Heather Lea; they have a son and a daughter.

* * *

Gabon and Republic of Sao Tome and Principe

Francis Terry McNamara, who holds the rank of counselor in the Senior Foreign Service, joined the Department in 1956. He has held assignments as economic officer in Salisbury, 1957–59; research analyst in the Department, 1959–61; political officer in Lubumbashi, 1961–64; and political officer in Dar-es-Salaam, 1964–67.

After a year's study at the Armed Forces Staff College in 1967, Mr. McNamara became economic officer in State's Bureau of African Affairs. He then was on detail to AID—as chief of rural development and deputy provincial senior adviser in Saigon (Vinh Long and Quang Tri). From 1969 to 1971 he was principal officer in Danang. He returned to the United States in 1971 to take up studies at the Naval War College in Newport, R.I. Following his studies there, he became deputy chief of mission in Cotonou in 1971.

In recent years Mr. McNamara has held assignments as consul general in Can Tho, 1972–74; associate director of the task force for resettlement of Indochinese refugees, in the Department, 1975; and consul general in Quebec, 1975–79. He then was assigned to the Bureau of Public Affairs. Last December he was appointed State's bicentennial coordinator, assisting in the observance of the 200th anniversary of the founding of the Department.

Mr. McNamara was born in Troy, N.Y., on November 2, 1927. He received a bachelor's from Russell Sage College in 1953, and a master's from George Washington in 1972. From 1944 to 1946, and again from 1950 to 1951, he served in the Navy. From 1954 to 1956 he was with the State Bank of Albany. He then became a management intern with the Army in Watervliet, N.Y.

Mr. McNamara has won three Department Superior Honor Awards for 1962–68, 1977 and 1979; and two Meritorious Honor Awards, 1965 and 1970. He is married to the former Cong Tang Ton Nu Nhu De; they have five daughters and two sons.

* * *

Trinidad and Tobago

Melvin Herbert Evans, former governor of the Virgin Islands, practices medicine at St. Croix. From 1945 to 1948, and again from 1950 to 1951, he was physician in charge, Frederiksted Municipal Hospital in St. Croix. He was senior assistant surgeon and teaching fellow at Howard University in Washington, 1948–50, and chief municipal physician, St. Croix, 1951–59. He then became the Virgin Islands commissioner of health, serving until 1967.

Dr. Evans has also been chairman, Governor's Commission of Human Resources, 1962–66; and a member of the Virgin Islands Selective Service Board of Appeals, 1967–69. He was appointed governor in 1969 and served to 1971. He was elected to that office in 1971, serving until 1975. From 1979 to 1981 he was the Virgin Islands' delegate to Congress.

Dr. Evans is vice chairman of the

Appointment of ambassadors in the new administration

The following is a status report, as of November 20, on the appointment of ambassadors since January 1981:

Breakdown by numbers and percentage

Bilateral

	Career	Noncareer
42 remaining at post	40	2
62 newly-chosen	39	26
Subtotal bilateral	**79 (74%)**	**28(26%)**

Multilateral and at-large

1 remaining at post (NATO)	1	0
14 newly-chosen	4	10
Subtotal multi.	**5 (33.3%)**	**10 (66.7%)**
Overall total	**84 (68.9%)**	**38 (31.1%)**

Career and noncareer ambassadors

(Ambassadors at bilateral missions only)

Year	Career	Noncareer
1961	67 (72%)	26 (28%)
1962	63 (64%)	35 (36%)
1963	66 (65%)	36 (35%)
1964	74 (73%)	27 (27%)
1965	79 (72%)	30 (28%)
1966	80 (75%)	26 (25%)
1967	73 (71%)	30 (29%)
1968	71 (66%)	36 (34%)
1969	68 (68%)	32 (32%)
1970	72 (68%)	34 (32%)
1971	73 (68%)	34 (32%)
1972	72 (73%)	27 (27%)
1973	72 (71%)	29 (29%)
1974	80 (69%)	36 (31%)
1975	80 (72%)	32 (28%)
1976	82 (70%)	35 (30%)
1977	86 (78%)	24 (22%)
1978	92 (75%)	30 (25%)
1979	91 (75%)	30 (25%)
1980	94 (76%)	30 (24%)

Note: All figures are as of October, except 1965 (November), 1973 (July) 1977 (August), 1979 (December). In the four latter years, figures are as of the month that the standard usual chiefs-of-mission report was prepared in the Bureau of Personnel.

Number of minorities and women

(New appointees)

Women ([illegible] new appointees, 4 incumbents)
Blacks (4 new appointees, 2 incumbents)
Hispanics (4 new appointees, 1 incumbent)

board of trustees of the College of the Virgin Islands, and a charter member of the American Association of Public Health Physicians. He is a former president of the St. Croix Chamber of Commerce, a former chairman of the Southern Governor's Association, and a former chairman of the Board of Medical Examiners, Virgin Islands.

He is a member of the National Medical Association; Pan American Health Association; Council on Environmental, Occupational and Public Health of the American Medical Association, and a member of the board of directors, Good Hope School and Island Center of St. Croix; and of the board of trustees of the St. Croix Savings Bank.

Dr. Evans was born in Christiansted, St. Croix, Virgin Islands, on August 7, 1917. He received a bachelor's in chemistry in 1940, and a doctorate in medicine in 1944—both from Howard. He also received a master's degree in public health from the University of California in 1967. He is married to the former M. Phyllis Anderson; they have four sons. ☐

Abrams in shift to human rights post

President Reagan has nominated Elliott Abrams, assistant secretary for international organization affairs, as assistant secretary for human rights and humanitarian affairs. He would succeed Patricia M. Derian.

Mr. Abrams

Mr. Abrams was special counsel to Senators Henry M. Jackson (D-Wash.), 1975–76, and Daniel P. Moynihan (D-N.Y.), 1977–79. He also served as chief of staff to Senator Moynihan. Before joining Senator Jackson's staff, he was assistant counsel for the Senate Permanent Subcommittee on Investigations, 1975.

From 1973 to 1975 he was an attorney with the New York law firm of Breed, Abbott & Morgan and, from 1979 to 1981, he was with the Washington law firm of Verner, Lipfert, Bernhard & McPherson. He has written essays and book reviews in Commentary, The Public Interest, American Spectator and Policy Review.

Mr. Abrams is a member of the Committee for the Free World; Council on Foreign Relations; the Foundation for Democratic Education, and the New York State and American Bar Associations.

He was born in New York on January 24, 1948. Mr. Abrams received a bachelor's from Harvard in 1969, a master's from the London School of Economics in 1970, and a doctorate from Harvard Law School in 1973. He is married to the former Rachel Mark; they have a son. ☐

Howard Douglas named refugee coordinator

Howard Eugene Douglas, since February a senior member of the Department's Policy Planning Staff, has been nominated by President Reagan to be the U.S. coordinator for refugee affairs and ambassador-at-large.

Mr. Douglas

Mr. Douglas was corporate director for international trade and government affairs with the Memorex Corp in Santa Clara, Calif., from 1971 to early this year. He was responsible for conduct of the corporation's relations with the U.S., state and foreign governments, and for the corporation's international trade policy positions, overseas negotiations and special projects.

From 1966 to mid-1971 Mr. Douglas was on active duty in the Navy. He has been with the Naval Reserve since August 1971, holding the

BERN, Switzerland—Ambassador *Faith Ryan Whittlesey*, presenting her credentials, is shown with the president of the Swiss Confederation, *Kurt Furgler*, right, and Swiss Foreign Minister *Pierre Aubert*.

rank of lieutenant commander.

Mr. Douglas was born in Wichita Falls, Tex., on October 5, 1940. He received a bachelor's from the University of Texas in 1963, and a master's from Columbia in 1966. He is a member of the Asia Society, Japan Society, Thai Society of Washington, Oriental Ceramic Society, Army-Navy Club of Washington, Princeton Club of New York and the Bangkok Bicentennial Commission. He is a director of the International Research and Exchanges Board. Mr. Douglas is married to the former Elisabeth Maria Weikart. ☐

Pacific islands post

President Reagan has announced his intention to nominate Janet J. McCoy, of Scottsburg, Ore., to be high commissioner of the Trust Territory of the Pacific Islands, succeeding Adrian P. Winkel. She is a former director of the Reagan-for-President press office in Los Angeles. ☐

People at State

President Reagan has accorded the personal rank of ambassador to **Louis G. Fields Jr.**, in Mr. Fields' capacity as U.S. representative at disarmament talks in the UN General Assembly and in Geneva, next February . . . **John Warlick McDonald Jr.** has also attained the personal rank of ambassador, during his tenure until next April as U.S. coordinator for the UN World Assembly on Aging.

U.S.-Canada defense board

President Reagan has appointed former Congressman Charles S. Gubser as chairman of the U.S. section of the Permanent Joint Board of Defense, United States-Canada. Mr. Gubser was elected to Congress from California in 1952, serving through 1974. He was chairman of the joint board, 1975-78. ■

Honors and Awards

Stammerman wins new economics award

Kenneth A. Stammerman, economic/commercial officer at Embassy Tel Aviv, is the first winner of the $5,000 Herbert Salzman Award for excellence in international economic performance. Thomas A. Forbord, chief of the economic section in Kingston, was the runner-up.

Named for the former U.S. representative to the Organization for Economic Cooperation and Development, in Paris, the Department's new annual award is open to Foreign Service employees, in Classes 6 through 1, serving abroad, or Civil Service employees of equivalent rank at other Government agencies, serving abroad in the field of international economic policy.

Mr. Stammerman was lauded for his "exceptional analytic skills, his complete mastery of the intricacies of the Israeli economic scene, his ability to relate economic developments to a sensitive political setting, and his significant and invaluable overall contribution to advancing vital U.S. economic interests in connection with aid to Israel." Mr. Forbord was cited for his "effective working relationships" with Jamaican government officials, and for his analyses and reports on the Jamaican economy."

Mr. Stammerman

Mr. Baskey

Eight officers had been nominated for the award. The selection committee was chaired by Assistant Secretary Robert D. Hormats, Bureau for Economic and Business Affairs. Others were Robert H. Miller, director, Office of Management Operations; Lionel Olmer, under secretary of commerce for international trade; Marc Leland, assistant secretary of the treasury for international affairs; and Philip H. Trezise, senior fellow at Brookings Institution. ☐

SAN JOSE, Costa Rica—Ambassador *Francis J. McNeil* presents Navy Commendation Medal and Purple Heart to Sgt. *John E. Roberts,* Marine security guard, for actions which saved the life of a fellow Marine, during a terrorist attack on a Marine van, March 17, in San Jose. Disregarding his own injuries, and despite flying glass, shrapnel, flames and the possibility of further attack, Sgt. Roberts returned to the burning van he had vacated, following a violent explosion, to rescue a Marine who remained in the vehicle, seriously wounded.

Baskey wins $5,000 administrative award

Nicholas S. Baskey Jr., counselor for administration at Ankara, is the 1981 winner of the $5,000 Administrative Achievement Award. The Foreign Service officer was cited for "improving the morale, efficiency and effectiveness of the embassy."

A selection committee headed by Assistant Secretary Thomas M. Tracy noted that Mr. Baskey "initiated a long-term Government-leased housing program notable for the speed, quality and cost-effectiveness of its implementation; supervised a sweeping countrywide security upgrade program; reorganized an obsolete and inequitable system of handling local national contract employees; and redesigned and improved individual workspace in the cramped chancery."

The committee recommended that nine other candidates for the award should be nominated by their superiors, or others, for Superior or Meritorious Honor Awards, and/or cash awards. The nine are Truman E. Brown, general services officer, Bonn; Natale M. Giacobbi, general services officer, Rome; Daniel A. Johnson, general services officer, Tunis; Louis J. Kochanek, administrative officer, Sofia; Jim D. Mark, counselor for administration, Nairobi; Vance C. Pace, executive officer, ICA, Lima; Eugene L. Scassa, counselor for administration, Jidda; Louis Schwartz, administrative officer, Kingston; and Karl E. Wycoff, general services officer, Monrovia.

In addition to Mr. Tracy, the selection panel included Clint E. Lauderdale, deputy assistant secretary for personnel; Donald C. Leidel, deputy director, Office of Management Operations; Donald J. Bouchard, executive director, Bureau of Inter-American Affairs; and Charles R. Bowers, executive director, Bureau of European Affairs. ■

Terrorism

U.S. chargé in Paris is target; gunman fires, misses

Says Christian A. Chapman: 'It's idiotic . . . killing for killing sake'

Christian Chapman crouches in front of his car to show policemen how he escaped assassination. ***(AP Wirephoto)***

At 8:45 a.m. November 12, an unidentified gunman fired at Christian A. Chapman, U.S. chargé d'affaires in Paris, as the diplomat was leaving his home. All six bullets missed when the intended victim ducked behind his car. The assailant escaped. At 11 that same morning, Mr. Chapman held a news conference at the U.S. embassy. Following is a text of the exchanges.

Q—What happened?

A—I was just walking out of my house, and I noted a young man on the right about 50 feet away, about my height, athletic build, black beard, well-trimmed to a point, big black eyes, a handsome young man, black leather jacket, black pants, and with his hand in his jacket. Instead of going back into the house, I went forward toward the car. I heard detonations and looked around. I saw him walking toward me, his arm extended and I kept hearing firing. So I ran and ducked behind the car, and he kept firing. I gather he fired six shots, all told.

Q—Can you describe the evasive action you took?

A—I sort of ran forward toward the car to hide behind it, the car being the only protection I had in my neighborhood.

Mitterand expresses concern

Within hours of the shooting, both President Mitterand and Foreign Minister Cheysson of France telephoned U.S. chargé Christian A. Chapman to express their concern over the shooting.

Q—What were your feelings at that moment? You must have been frightened.

A—My first reaction was "why me?" You read this in the papers, but you're always a little surprised if it happens to you.

Q—There have been reports attributed to U.S. intelligence officials that Western embassies, including the one here in Paris, would be the target of Libyan terrorist attacks. Do you think this may have been part of that?

A—There have been reports but, as I said before, I think there is no basis to make an informed speculation, and I think it's just silly to speculate too much.

Q—Did you say he looked as if he was from the Middle East?

A—He (had a) black beard, black hair. jet black eyes, very handsome and very much of a Middle East type.

Q—You have no theories to offer on what may have been the motive?

A—I don't think it's useful. It's not personal in any event. I don't know of anyone who feels so stongly about me as to want to put me away.

Q—Was the car you were using the one that should have been used by the ambassador?

A—No, it was my car. It comes and picks me up every morning.

Q—Was your car hit?

A—Yes, it was hit twice because I ducked behind it.

Q—Why didn't he follow you behind it?

A—You ask him.

Q—What did he do after he finished the six shots?

Q—He walked away rather rapidly to the next street.

Q—Did you have guards with you?

A—No. I had not asked for guards.

Q—Will you now?

A—Probably will have to, unfortunately.

Q—Did the would-be assassin say anything, or did you yell anything to him?

A—No. There was nothing much to say.

Q—Why didn't you go back into the house when you saw him?

A—Well, you have a reflex going forward or backward, and my reflex was to go forward. I was halfway between the car and the house.

Q—Was the car parallel to the curb?

A—No, it was out in the middle of the street.

Q—So you ran around the trunk?

A—Around the trunk, around the back of the car. I stopped looking at him. I ran forward and ducked behind.

Q—What sort of weapon?

A—I'd better leave that to the police. We found all the cartridges.

Q—The French police paid tribute to your coolness.

A—I pay tribute to the police for their competence. They're very good.

Q—Did you have a driver?

A—Yes, he was in the car.

Q—What move did he make?

A—He just stayed there. These things happen in a matter of seconds.

Q—You said there was nothing personal about the attack. How do you explain that?

A—I don't know of anyone who has it in for me to the extent that they want to put me away. You have diplomats being shot all over the world, and I'm the senior American diplomat in Paris.

Q—Is it your assumption that diplomats like yourself here in Paris are under much greater danger?

A—I wouldn't make a sweeping statement like that. I repeat. There is no basis for making speculation from this incident. I don't think you can say that all diplomats here are now in danger. This is nothing new. We've had ambassadors shot and killed in many places.

Q—Did the embassy increase security after the report that there might be an attack?

A—We've been for some time at a heightened level of awareness regarding security. But let me repeat that I find violence unacceptable. It breeds violence and it leads nowhere. Fundamentally, it's idiotic besides being totally unacceptable. It's not going to change the operations of this embassy. I'm not going to change my way of operating or my work by a millimeter. It's not going to alter the policies of the American Government in any way. So it's really killing for killing sake. If he'd gotten me this morning, I would be replaced by 10 colleagues tomorrow. And we are going to remain in business, and we're not going to change our operations or our policies.

Q—When he went away, did you go back into the house?

A—I went back into the house and got in touch with the police.

Q—Were there any witnesses? What did they do?

A—Yes, there were quite a few. The police have been talking to them. There was no screaming. There was one young man who followed the would-be killer. ☐

Deputy Secretary *William P. Clark*, left, presents the Department's Distinguished Honor Award to Ambassador *John Gunther Dean* for his performance as chief of mission in Beirut. Mr. Dean, who survived several assassination attempts in Lebanon, has been appointed envoy to Thailand. *(Photo by Glenn E. Hall, Visual Services)*

Terrorism

Sadat is mourned by Americans in Egypt

He 'understood what the times demanded of him'

Funeral of President Sadat in Cairo. *(White House photo by Jack Kightlinger)*

The article that follows was drafted by Henry Precht, deputy chief of mission in Cairo, with input from Ambassador Alfred L. Atherton Jr., political/military officer Douglas Keene and public affairs officer Victor Olason.

AS WE DRAW NEAR to the Christmas season, Americans everywhere—certainly those of us in Cairo—will reflect on the great loss to the world of President Anwar Sadat—a man of peace whose mark on history will be long remembered. Those of us who were privileged to work closely with him, and to draw strength from his vision of peace and a better life for the people of his country and the Middle East, feel the loss most keenly of all. The brutality of his murder stands in sharp contrast to his humor, personal warmth and generous good spirit. He was one of those rare giants on the world stage of whom it can be said: He changed the course of history.

Embassy Cairo was well-represented in the reviewing stand for Egypt's military parade on October 6. Not only were many of our military and civilian officers and their families in attendance, but we had several visitors among us as well. Three of them—Marine Major J. Agenbroad, Captain Chris Ryan and Lt. Commander Charles Looney of the Air Force, and a resident defense contractor, Richard McCleskey—were among the wounded. Those who escaped injury were quick to think of the wounded. Margaret Culbert, wife of Captain Tom Culbert, assistant air attache, was magnificient in her efforts to aid those who had been hurt. It will long be debated whether the senior members of the embassy and several distinguished visitors who were present—Ambassador Alfred L. Atherton Jr.; the Office of Military Cooperation chief, Brigadier General Edward Tixier; defense attache Captain David Sperling; the deputy U.S. Commander in Europe, General William Y. Smith; the Rapid Deployment Joint Task Force commander, Lt. General Robert Kingston; and some members of their staffs and families—escaped injury because of divine intervention, or because they were of a generation which had learned instinctively to hit the deck at the first burst of gunfire.

We devote a lot of time overseas to emphasizing the importance of unity of ranks and cohesion of purpose within our large missions. We can all be proud of the way our embassy performed during the day and evening following the terrorist attack on President Sadat, and in the days afterwards, as we prepared to receive the unprecedented high-level delegation that attended the funeral services. Following the assassination, we saw the finest possible expression of that unity and cohesion. Within minutes, well before the ambassador returned to the embassy from the parade grounds, deputy chief of mission Henry Precht—having seen the telecast of the parade suddenly interrupted, and assuming something serious may have happened—had opened a line to the Department's Operations Center and began assembling a task force of senior officials. During the following days, he served around the clock as chief of staff, with economic counselor Dave Dunford acting as his deputy. Economic officer Mary Virginia Kennedy, and the ambassador's administrative assistant and secretary, Helen Kamer, were shopping in the Khan Al-Khalili bazaar when they saw a street corner television go dead. They also assumed the worst, and immediately returned to the embassy.

Within a couple of hours of the attack, Dr. Michael Dunn, from the naval medical research center across the city from the embassy, had volunteered his services, and was moving between hospitals attempting to locate and care for the wounded, including two diplomatic corps colleagues in addition to our own people. He was joined in this task by General Tixier, Dr. Frank Pettinga, our regional medical officer (who had returned from abroad and went directly to work with the injured), and first-tour economic officer Tony Holmes, whose Arabic skills were valuable to us that first afternoon. Commercial counselor Ted Rosen and security officers John Schaeffer and Ron Mazer set about implementing our warden system, while AID's Richard Rousseau was the first officer assigned to man our around-the-clock control and information center at the embassy.

Space does not make it possible to pay individual tribute to all the members of the embassy staff and their families who spontaneously volunteered to stand by at the embassy compound control and information center during the long afternoon and evening of uncertainty after President Sadat's assassination—just to be available for whatever might happen. Several embassy families who were out of town, for what was to be the beginning of a four-day holiday, returned on their own initiative to Cairo as soon as they heard of the assassination. Two of our best Arabic speakers, political officers Eleanor Hicks and Mark Hambley, monitored Egyptian radio and television for hours on end.

In the days to follow, Egyptian and American employees of the embassy pitched in to help with arrangements for the American delegation to President Sadat's funeral. We drew particularly on the staff of our large AID mission under the leadership of Don Brown (who, with Mrs. Micheline Brown, did double duty as escorts for former President and Mrs. Carter), and our large Joint Administrative Organization under the leadership of counselor for administration Earl Bellinger. But many others, such as political/military officer Doug Kenne, were pressed into service to help manage the complex operation at the El Salam Hotel. Each of the distinguished members of the delegation—Secretary and Mrs. Haig, Defense Secretary Caspar Weinberger, former Presidents Nixon, Ford and Carter (and Mrs. Carter), former Secretary Kissinger, Ambassadors Sol Linowitz, Jeane Kirkpatrick and Leonore Annenberg, key senators and congressmen, plus many accompanying senior officials—was assigned a control officer drawn from the various elements of the mission.

Other officers from all elements of the embassy—civilian and military—manned our three control rooms, served as couriers, assisted with security and the enormous administrative workload. The ICA staff led by public affairs officer Vic Olason efficiently assisted the large number of visiting media representatives. Many spouses were on duty, alternating around the clock, to assist the control room at the El Salam Hotel, which the Egyptian government reserved for the American delegation, its support staff and accompanying press—a total of about 350 people. Other embassy personnel remained at home in reserve, waiting to be called if needed.

Looking back on the trauma of that day of celebration, which turned in a moment to one of horror and disbelief, we can rejoice in the knowledge that the community of Americans who serve their country abroad responded to crisis once again—as they have throughtout our history—with courage, discipline and dedication. Even as we grieve, we can also rejoice in the legacy of a man of vision, President Anwar Sadat, who understood what the times demanded of him, and whose people in turn responded with a dignity and a strength that make us proud to be their partners—and the partners of their new president, Hosny Mubarak—in the quest for a more peaceful and reasonable world than we or they have known. ■

CAIRO, Egypt—*Ambassador Alfred L. Atherton Jr.*, right, presents Superior Honor Award to personnel officer *Francis J. Nelson* for his performance in medically-evacuating persons to Germany, as well as his services in connection with the American hostages in Iran.

Life in the Foreign Service—I

Christmas tree on Cyprus: a bittersweet story

'Ali was with us and everything was okay'

By Georgia Rodenhauser

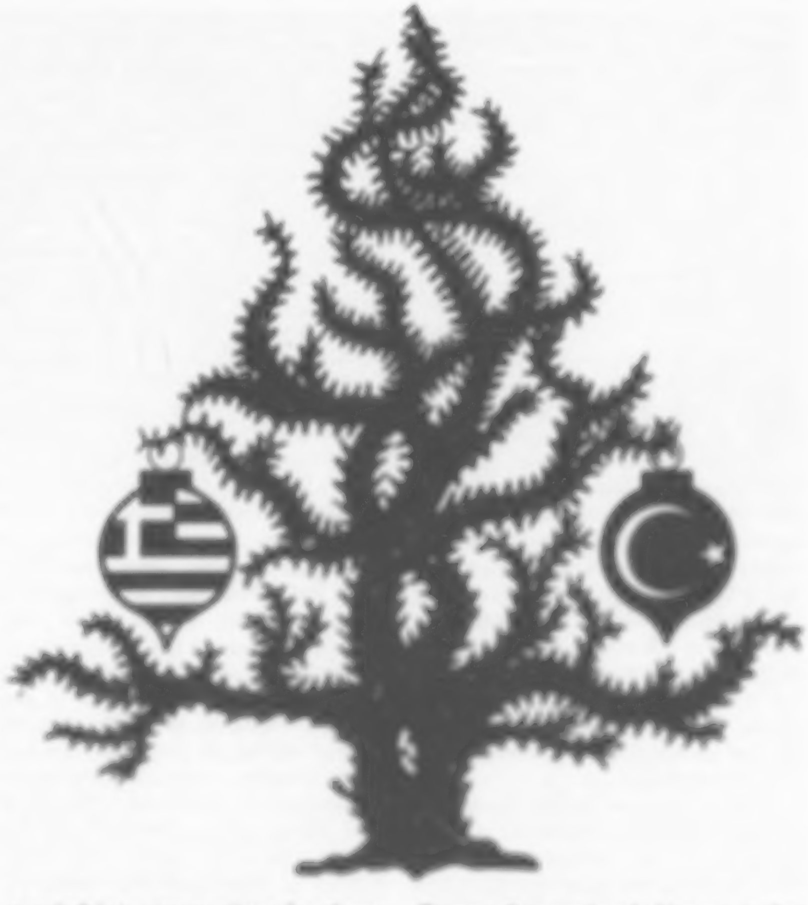
The author of this memoir is currently serving as a secretary in the economic section at Embassy Accra.

WITH THE TELEPHONE ringing that early in the morning, at home in Seattle, I should have known it was a special call. But when Renee shouted: "Mom, it's for you, from the Department of State," the adrenalin surged through my body, and I took the phone rather gingerly.

"Yes, yes," I responded to the questions being put to me from the other end of the line. "Yes, yes," I seemed to keep saying. Aside, I said to Renee: "Run and get the World Book—where is Cyprus?" By the time the phone conversation ended that morning in 1977, I not only knew where Cyprus was, I had committed myself to going there as a secretary for the Department. Renee grabbed me with a hug: "Mom, you did it!"

The 19-mile drive soon afterward down Interstate 5 to the Boeing Co., where I was working as a secretary, gave me time to simmer down just a bit. After all this time—almost two years of waiting that included testing and investigations—the day had finally come! I had applied some 20 years earlier, too, but at that time my daughters Penny and Renee were teenagers, and the Department wasn't taking women with dependent children. Time went on, the children grew up; I caught the "bug" again and, finally, I had reached my goal!

But to return to my immediate concerns: I had little time. I couldn't give notice at work until I had something in writing from the Department. I decided it would be better to take early retirement, after years 'n years at Boeing. But how in the world would I ever restrain myself from telling the world until I received the official notice from Washington? At home, I scurried into preparations for departure. The holidays were upon me.



Most difficult, of course, was the decision-making. What would I take? What would I store? Would Renee be okay if I rented my house, living on there with a couple of her college classmates? Somehow the decisions were made, and one rainy morning the alarm clock rang a little earlier than usual, and I hopped out of bed more quickly than was my custom. No time for lingering another 10 minutes, no time for looking back, no time for frogs in the tummy . . . just move, move, move! So on to the Seattle-Tacoma International Airport, a few tears with family and friends who had forgone sleeping in on a rainy Sunday morning, and I was off . . .

* * *

It was a frigid, snowy, rainy, icy three weeks that I spent in orientation in Washington. So it was a welcome sight when I arrived in Cyprus, in February, to find oranges hanging on trees below my hotel window.

Cyprus, the third largest island in the Mediterranean, is a beautiful little spot in the sun where shepherds still tend their flocks, lambs bleat for their mothers, kids frolic in the meadows, and slow-eyed donkeys blink as they swish the flies with their tails. Cyprus, however, is a country divided against itself. Turkish Cypriots live in the north, Greek Cypriots in the south. I was one of the fortunate Americans who was permitted to travel in both sectors, and I found people in both areas to be warm and loving.

* * *

The first time I saw him, he came out of the sea. For a moment I believed I had conjured him up . . . short and plump, dark as an olive skin, hair white and curly, and just a wisp of a moustache. I had sat watching his snorkel bobbing along, not really knowing it was a snorkel, wondering whether it was a monster coming out of the Mediterranean.

Eventually, he came ashore—came over to me and introduced himself. "Hello," he said quite simply, "I am Ali." Since I knew no Turkish, it was my good fortune that he spoke English very well. We chatted a little, and before the morning was over he had given me seashells and said, "This is the beginning of our friendship."

Time went along, and, indeed, our friendship did ripen. It was a "port-in-the-storm" kind of friendship. The environment could have turned hostile for me; soldiers from mainland Turkey were stationed all over the Turkish side of the island. Ali enjoyed contacts there. So whenever I went to Salamis, I made it a point to try to see him—he kept me out of trouble.

His peers called him "The Teacher of the Sea," and his little driftwood shack on the beach was "The School." Morning after morning I watched him, harpoon in hand, knife secured to his belt, a sack around his waist to hold his catch; then, donning his flippers and snorkel, he slipped noiselessly into the water for another round of hunting.

He taught me to snorkel; hand in hand, he led me into the deeper water. "Now don't go over the reef without Ali, Ali will protect you." Thus I spent delightful hours prowling around the beautiful old ruins at Salamis, looking at the broken pots, seashells, colorful fish, vegetation and remains of the old basilica that extended into the water. I kept telling Ali that I was looking for an Aladdin's lamp, and he entered into this search with me.

One day, Ali spotted an octopus and, because octopus was a delicacy to him, he started his dive to catch it. Now I didn't want any part of the octopus, either the catch, the kill, or the consummation. So I headed for shore as fast as I could go—pretty fast, too, because my heart was about to beat out of my body. Ali, thinking that he had to help me get ashore, marked the spot where the octopus was nestled and tried to overtake me. But by then I was in shallow water. He later went back, found his trophy and, jubilantly, brought it ashore.

* * *

Unwittingly, I put his admonition, "Don't do it without Ali, Ali will protect you," to a test just before Christmas that year.

Because of their scarcity, it is illegal to cut evergreen trees in Cyprus. "What am I going to do without a live Christmas tree?" I wondered. I had given away a very suitable artificial tree just before leaving Seattle, and my conservative nature would never let me buy another. I, then, kept an eye open for a substitute and, seeing the lovely little thorn bushes growing by the wayside, decided a thorn tree would be the perfect Christmas tree in Cyprus! I found just the right one growing by the old basilica at Salamis, and promptly asked Ali if it would be all right to take it.

Dr. [illegible] and her granddaughter, Jennifer Lynn [illegible], celebrate a more recent holiday.

"Of course," he replied, "they are just weeds."

As Christmas time drew near, my friend, public affairs officer Marie Louise Telich, and I made an appointment to meet Ali and dig up the tree. The appointed Sunday afternoon arrived. I dressed in my jeans, tucked in a bottle of brandy and a bottle of water, and picked up Lu. Away we went to Salamis. (The water was to pour around the tree to soften the soil.)

Ali was waiting for us at a nearby restaurant. We took tools from his car—a pick and shovel—and transferred them from his car, parked in front of the restaurant, to my car. Together, we went through the gates into the area of antiquities. The first thing we did was loosen the soil and pour the water around the tree. The earth was dry and hard as a bone.

While we waited for the soaking process to take effect, we sauntered to the beach. The sun was descending, the shadows lengthening and, because the air was getting chilly, we sipped the brandy as we strolled along the beach. The thought of the gates being locked at a certain hour hadn't occurred to me. Even if it had, I would have assumed we could open them from the inside and leave. Anyway, Ali was with us and everything was okay. After a proper interval, we returned to the tree, dug it up (Ali doing the digging), put it in a huge flower pot, and placed it in the back of the car. Dusk had settled in, and we had to be homeward-bound.

Much to our surprise, we met a very concerned (young, good-looking) guard halfway down to the basilica. He and Ali exchanged a *lot* of Turkish; the guard inspected the back and front and top and bottom of my car, and I kept thinking: "The tree is right there as big as day, if that is what you are after."

But that was not what he was after. After he satisified himself, he got into the car and rode back through the gates with us.

"Ali, ask him to come and have a drink with us," I suggested.

"I have already asked him and he doesn't want to."

"Then *tell* him to," I insisted.

So the guard joined us as we shared refreshment, and we found out the problem. We had taken tools into the area of antiquities, and he thought we were stealing the antiquities.

God, what a relief! No international incident this time—and the guard seemed quite contented, too, as he grinned when we parted that night.

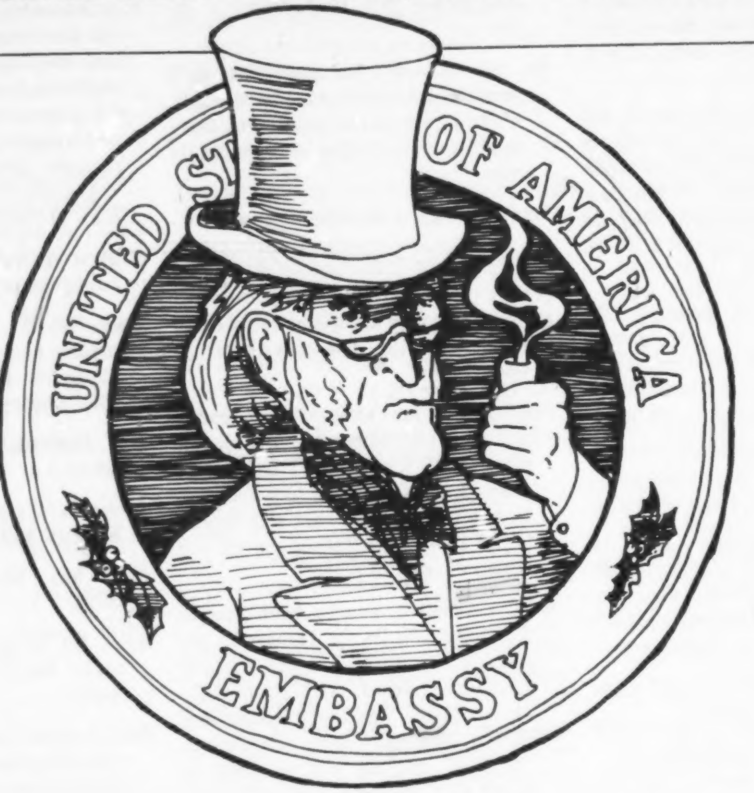
Incidentally, the decorated tree was very festive. I used multicolored miniature lights, a few ornaments from home—red birds and red-checked bows—but the decorations were mostly seashells I had gleaned from the beach at Salamis.

It was a very special tree to me, but the irony of it was: Ali could not see it. He lived on the Turkish side of the island, and I on the Grecian side. The best I could do was give him a picture. ■

Life in the Foreign Service—II

Dickens' 'Christmas Carol'—Revised, edited and cleared

A musical skit



By Robert M. Fouche

Mr. Fouche

The author is deputy director of the Sinai Field Mission. He wrote this skit earlier in the year, during his previous posting in La Paz as a political officer. Copies of the musical score are available from him on request.

Cast:
- Ambassador Ebenezer Scrooge
- Ghost of Farley
- FSO Casper Crochette
- Timmy Crochette, 10-year-old son
- Gary Perdy, aide to ambassador
- Miss Cloe Witchette, secretary to ambassador
- Chairman of committee
- 1st Member
- 2nd Member

Scene:

Conference Room. Entrance is offstage to left. Ambassador's office is offstage to right. Miss Witchette is clearing table, setting pads, pencils, etc. Gary Perdy stands watching with pads and pencils to assist.

Amb: (Booming voice from his office offstage): CROCHETTE! WHERE'S CROCHETTE!

Perdy: Ambassador Scrooge, he's not here yet.

Amb: #*¢!!%#*¢!!! Tell him to get in here as soon as he arrives. What the #*¢!!%#*¢!!! is this anyway!

Perdy: Yes, sir! *(To Miss Witchette):* The old goat has no Christmas spirit. Imagine calling a staff meeting on Christmas morning! Poor Mr. Crochette, and little Timmy is ill. The ambassador has no heart.

Ms. W: Don't tell me. I've worked for that unfeeling slave driver for four years now.

Perdy: Yeah, if wheel-spinning and make-work were a religion, Ambassador Scrooge would be "Jesus Christ Superstar." I don't see how you survived!

Amb: Cloe! Cloe!

Ms. W: Coming, Mr. Ambassador! *(To Perdy):* My dear boy, I gave up the

READEX FICHE

ghost long ago, but—like Lazarus from the grave—he keeps calling it back. Well, come on, Ghost, let's see what the old goat wants. *(Exits, closes the door.)*

Perdy: Boy, I'm glad I'm single. My wife would divorce me, coming in Christmas morning for a staff meeting. *(Enter Crochette.)* Oh, hi, Casper. I'm glad you're here. The old man's full of Christmas joy, and he's been calling for you.

Croch: (Wringing his hands): Oh, dear. Timmy is so ill, and Ambassador Scrooge called and insisted I be here or he'd have me transferred to . . . Lower Slobovia. Where's that? Is it worse than here?

Perdy: I don't know, but you can be sure it's not London, Paris or Rome!

Croch: (Wistfully): London, Paris or Rome! Does anyone ever go there? I've never met anybody who has. Just think what it must be like. I bet the streets are . . . *(pause)* . . . *paved* with gold!

Perdy: Just *paved!* Just *paved!*

London, Paris or Rome

Croch (sings):
London, Paris, or Rome . . . places I'd like to call home for a year or two,

Perdy: Or more,

Croch: Maybe four, with home leave in between.

Perdy: That'd be keen, and an R&R to . . . Glasgow! On a GTR . . . first-class, wow!

Both: London, Paris or Rome . . . places I'd like to call home!

(Door opens, out comes Ms. W.)

Amb: (Still from his office): Crochette! Is Crochette here yet?

Croch: Yes, sir, Mr. Ambassador, I'm coming in right away!

Amb: #*¢!!%#*¢!!! Crochette, that's not fast enough! Get in here . . . *instantly! (Crochette quickly disappears into ambassador's office.)*

Ms. W: Instantly, he says. Next he'll want us in there freeze-dried! Well, it's bad enough our coming in, but I really feel sorry for all the family men.

Perdy: Why the meeting anyway?

Ms. W: Who knows? He never told *me!*

Perdy: Well why do we have to be in here so early? The meeting's not until 9 a.m.!

Ms. W: You know Ambassador Scrooge. Old Miserable loves company. Well, it's set up. That's all he wanted. I just hope he lets poor Mr. Crochette go, with that sick boy at home. *(They exit. Door opens, out comes Crochette.)*

Amb: Crochette, you be back here at 8:30, and you let me know who arrives after 8:45. I want *names! (Crochette leaves offstage to left. Ambassador enters conference room.)* One year more toward my "high 3" and no pay increase in sight! Bah humbug! *(Rythmically):* bah humbug! bah humbug! *(Sings):*

Bah Humbug

The world all smiles on Christmas Day,
bah humbug!
And little children laugh and play,
bah humbug!
But if I had my way,
ambassadorial fiat,
eliminate this tommyrot,
I'd cancel out the day!
bah humbug!
The poor spend what they can't afford,
bah humbug!
And then proceed to thank the Lord,
bah humbug!
But if I had my say,
ambassadorial decree,
no presents under the tree,
I'd cancel out the day
bah humbug!
And so today we grind away,
bah humbug!
No overtime, no special pay,
bah humbug!
And now I've had my way,
chief of mission's delight,
ambassadorial might, ah ha!
(Laughs grotesquely, shouts): I'VE CANCELED OUT THE DAY!
BAH HUMBUG!

(Lights go out. Enter Farley in the background.)

Amb: What the #*¢!!%#*¢!!! I only meant to cancel Christmas, not daylight! *(Lights go on again.)* That's better.

Farl: Scrooge! *(Ghostly and exaggerated.)*

Amb: Who's that? *(Looks around):* Farley!! My old faithful DCM!

Farl: Yes, Scrooge, your old loyal DCM.

Amb: But Farley, why have you come back? You've been dead five years now!

Farl: I assure you, Scrooge, I resisted this assignment. I'm not in heaven, but it's heaven compared to one of your staff meetings!

Amb: Now, Farley, you don't mean that.

Farl: Scrooge, I've come to give you one more chance, which is more than you gave me!

Amb: Farley, you're the best DCM I ever had. How can you say that?

Farl: I never knew, I never knew, Scrooge . . . *(pause)* . . . you never bothered to tell me. You drove me, Scrooge, drove me into the grave, and now you will see your fate . . . *if you don't change,* Scrooge! Come, Scrooge, come! *(Lights go out.)*

Amb: Wait, I must take my Marine guards with me. Wait! *Wait!* WAAAIT! *(Lights go on, Ambassador Scrooge and Farley's ghost are* *backstage. Perdy; Ms. Witchette, who takes notes; Chairman; 1st Member; 2nd Member; and Crochette, file in. They sit at the table, now transformed into different personalities. Ambassador and Farley observe from back of table.)*

Chair: Gentlemen, we're here to decide the fate of Ambassador Ebenezer Scrooge—his promotion and his next assignment. Did anyone bring the dart board?

Perdy: I'm afraid not, sir. The dart board storage room was vandalized this morning by a disappointed assignment-seeker.

Chair: Disappointed, eh? Well, that should narrow it down to a few suspects, shouldn't it?

Perdy: Yes, to about 95% of all our personnel.

Chair: (Coughs): Well, we'll have to devise some other means. First, let's look at the record.

1st: Don't bother.

2nd: That bad, eh? How'd he get to be an ambassador?

1st: How else? He's got pink cheeks and white hair, like all the rest of 'em.

2nd: Oh, of course.

PINK CHEEKS AND WHITE HAIR

1st: (sings):

Pink cheeks and white hair!
You can make it to the top
no matter if you're a flop
in everything else.
They won't care.

2nd: Rosy jowls and white mops,
that's your ticket to parade
with those super supergrades
in glory galore.
Now you're tops!

All: An IQ
of 192
will never do
if those cheeks are sallow.
Sorry, fellow.

Chair: You might converse
in a dozen tongues or worse,
be an activist so zealous
you'd make John the Baptist jealous,
but that's not enough
of that just "right stuff!"

1st: So you may think that you're just right,
but, brother, you won't make it.
Give up the ghost and just forsake it,
if you haven't got that cherry pink
and apple blossom white!!

2nd: Pink cheeks and white hair
give your presence prompt attention
(which defies all comprehension).

All: But nevertheless, we have to say
that is just the only way.
So if otherwise you're lackluster,
you are still a big blockbuster,
a man with special flair
with pink cheeks and white, white hair!

Chair: Nevertheless, gentlemen, a man with pink cheeks and white hair can go only so far in this business. Other, more rigid, virtually impossible virtues are demanded of those who get to the very top!

1st: Deep blue, cold, penetrating eyes?

Chair: Very, very blue and *very, very* penetrating!Now, let's look at the record. We have 20 candidates with pink cheeks, white hair and deep blue, penetrating eyes. We must check the record to find that one quality that sets one above all the rest. Now, what does the Scrooge record reveal?

Perdy: Well, he spent 30 years in the police, fire, and sanitation departments of Ocracoke Island, North Carolina, and then the Marine guards.

Chair: The Marine guards?

Perdy: Yes, he was a Reservist corporal who got called up in the Vietnam war, so he applied for embassy duty. Kissinger came through, took a shine to him because of his pink cheeks and white hair, fired the ambassador, and had Scrooge appointed to replace him.

Chair: Well, that makes sense. Go on.

Perdy: Well, he's a real FSO. . . B. *(Scrooge reacts menacingly, starts to lunge forward. Farley restrains him. Others, of course, are oblivious.)* The only DCM who could stand the man was Farley, and he died from hairdresser's syndrome.

2nd: Hairdresser's syndrome? *What is that?*

Perdy: Farley had a weak heart, and every morning he had to get up early and go over to the residence to touch up the ambassador's hair! Poor Farley got run-down from holding his hands so high . . . too much for his heart.

Chair: Touching up his hair. You mean, you mean . . . ?

All (Unison): Dyed white hair!

Chair: Gentlemen! That's tantamount to falsifying the record—a vital statistic that bears increasingly on the career development ladder to success. An outrage! What else?

Perdy: Well, his current DCM's kid is dying of a broken heart.

1st: How's that?

Perdy: The kid has asked Santa Claus for STATE magazine in his stocking. Ambassador Scrooge's picture was in the December edition, so he confiscated all the mission copies. Then, on top of that, he made the poor kid's father—a widower—come to work on Christmas Day. The kid is all broken up.

Chair: Gentlemen, I think we have heard enough! This man Scrooge is fit for one thing, and one thing only. Inspector general!

All: Hear, hear! Enough is enough! *(Shouting and table pounding. They* *get up to leave.)*

Amb: (His protests cannot be heard, of course.): Wait. Wait! I repent! I'll mend my ways! I'll reform! Besides, my hair is now naturally white. I don't touch it up anymore! Please . . . please! *(Everyone freezes at the table as lights go out.)*

Amb: Please!

(Lights go on. Ambassador has moved over to entrance to his office. All staff members—same group—turn to him.)

All: (Unison): Oh! Good morning, sir. Merry Christmas!

Amb: Oh, ah . . . well, a good morning, Staff. Be seated, please . . . please! And Merry Christmas to you. Ah, Christmas . . .

CHRISTMAS SPIRIT

Amb (sings):
There's nothing like the
Christmas season.
Makes me feel so warm and
good within.

Staff: So good within. . .

(Staff members look at each other, shake heads.)

Amb: I can't explain, no rhyme
nor reason,
but I feel the glow begin.

Staff: Oh, what changes! Like fragrant
flowers,
not the S.O. he used to B.

Amb: F.S.O.B.!

Staff: No more wheel-spinning,
make-work hours.

Amb: I'm a real grinning
reformee!
Merry Christmas, to all the
mission.
Give my love to all your
families.
AID, ICA—I'm wish'n,
may you be happy
agencies!
Merry Christmas!

Merry Christmas! To you!

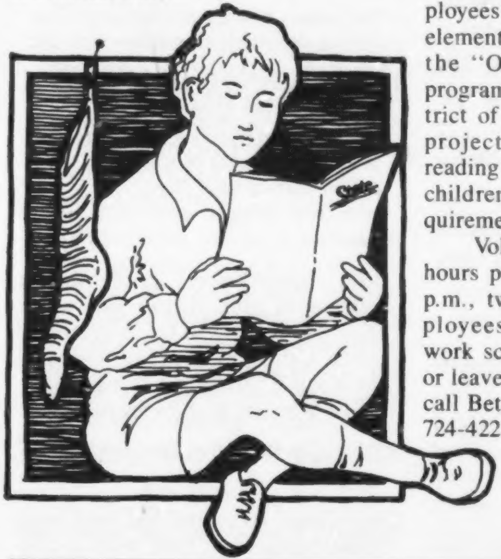
(Timmy Crochette immediately runs in from off stage to left.)

Tim: Daddy, Daddy, Santa hasn't come yet. My stocking's empty!

Amb: Son, yes he has. Here's your copy of STATE magazine!

Tim: Oh, WOW! God bless us everyone!

(Curtain—immediately followed by all singing reprise of "Christmas Spirit." Final curtain after final lyrics, Merry Christmas, etc.) ☐



The Combined Federal Campaign of the national capital area is a once-a-year solicitation of federal employees for the support of voluntary health and social service agencies in the United Way. It's practical for you to contribute to all these agencies with a once-a-year donation. This year's 17th annual campaign will support 212 voluntary organizations, 20 more than last year.

Tutors needed for D.C. grade school students

Department supervisors have been encouraged to grant leave to employees who are interested in tutoring elementary school children as part of the "Operation Rescue" volunteer program. Started last year by the District of Columbia school system, the project is an effort to improve the reading and arithmetic of some 10,000 children, to help them meet the requirements for promotion.

Volunteers would give about two hours per day, between 9 a.m. and 4 p.m., two days per week. State employees would have to adjust their work schedules, or take annual leave or leave without pay. For information, call Betti Whaley of the D.C. schools, 724-4223. ☐

Solution to Diplo-crostic puzzle No. 12

(See November issue)

Norman Cousins.
On Literature (from the Saturday Review).

"It is not true that one picture is worth a thousand words. It takes only a few words, if they are the right words, to ignite the imagination and produce pictures in the mind far more focused and far more colorful than anything within the range of electronic communications."

A.	New Frontier	N.	Offwhite
B.	Opium War	O.	Nighttime
C.	Report	P.	Loner
D.	Mother Goose	Q.	Irritant
E.	Authenticity	R.	Thirty
F.	Narrow	S.	Efficiency
G.	Cornwallis	T.	Radiation
H.	Odds and Ends	U.	Accumulation
I.	Unctuous	V.	The Tight End
J.	Schematic	W.	Understood
K.	Imitator	X.	Raffish
L.	Newspeak	Y.	Eggtooth
M.	Shenandoah		

The Eighth Floor

Dinner to enhance diplomatic reception rooms nets $255,000

Art connoisseurs feast as in the days of the Founding Fathers

East end of the John Quincy Adams Drawing Room.

THE DEPARTMENT'S Fine Arts Committee raised $255,000 at a dinner on November 6 where guests paid $1,000 a plate for colonial cuisine. It marked the 20th anniversary of the Americana Project, under which the diplomatic reception rooms on the eighth floor are being refurnished.

Hosted by Secretary and Mrs. Haig, the dinner was attended by Chief Justice Warren E. Burger, cabinet members, foreign ambassadors, corporation executives, and others who had helped the committee acquire objets d'art over the years.

Some of the guests contributed even more than the $1,000, to dine on courses which, the gold-and-white place cards noted, "had been discovered by Thomas Jefferson in France, imported by him to this country, or favored by him as indigenous to this land."

The white-gloved waiters in the candlelit Benjamin Franklin Room served snapper turtle soup, artichoke hearts with crabmeat, lime sherbet, roast duckling with orange sauce, chestnut puree, chartreuse of squash and zucchini, salsify, Monticello salad, Stilton cheese, trifle and demitasse.

Earlier in the evening, a red carpet was rolled out for the formally-attired guests. They were greeted by the Haigs, the Burgers, and curator Clement E. Conger (chairman of the arts committee) and Mrs. Conger, in the John Quincy Adams State Drawing Room. Then they moved on to the Thomas Jefferson State Reception Room, where they partook of quail eggs with caviar, and miniature biscuits with Smithfield ham pate. After the dinner in the Franklin Room, the guests returned to the Jefferson Room, for liqueurs and cigars. The dinner was underwritten by three members of the committee who preferred to remain anonymous. The entire proceeds will go for architectural improvements to the rooms.

Highlights included remarks by Mr. Haig and former Ambassador Leonard Marks and Henry S. McNeil, cochairmen of the dinner; music by the U.S. Army Strolling Strings; and presentation of the colors by an Army Color Guard. Secretary Haig presented Mr. Conger the Distinguished Honor Award for "creating the Department's Americana Collection" and for making the rooms "one of the great repositories of early American craftsmanship." Mr. Haig also thanked the donors. He said: "Mrs. Haig and I are proud to receive and entertain our country's distinguished foreign visitors in such a splendid and highly appropriate 18th-century setting—one that reflects the pride and tradition of this nation."

Since the beginning of the Americana Project in 1961, the committee, with the late architect Edward Vason Jones, has seen a redesigning of the Gallery to bring it into conformance with the John Quincy Adams State Drawing Room; the interior and exterior of the south window wall of that room; the mantel and over-mantel of the fireplace; the Thomas Jefferson State Reception Room, transformed from a French room, with dark marble walls, into an American reception room of the era of Mr. Jefferson; the elevator lobby, entrance hall and passageway, transformed from the low-ceiling, modern rooms of the 1960s into handsome, high-ceiling, 18th-century-style rooms; and the ladies' lounge, which is now three rooms.

The committee announced at the dinner the selection of Walter Macomber, former architect of Mount Vernon, as the new architect for the reception rooms. It also launched a campaign to collect $950,000 for these additional architectural improvements:

- Remove window wall and install fine woodwork in the men's lounge, and improve bathrooms.
- Transform the James Monroe Reception Room and the James Madison Dining Room, with their foyer and hallway, into American federal rooms. Ambassador Shelby Cullom Davis, former envoy to Switzerland, and Mrs. Davis have contributed $100,000 toward this project.
- Improve the Secretary's reception room on the seventh floor.
- Improve the Secretary's office.
- Improve the deputy secretary's reception room, with its connecting hallway on the seventh floor.

In addition, the committee is seeking more acquisitions for the rooms. Gifts and loans of significant American period furniture, original oil paintings of early historic events, American landscapes, portraits of national figures prominent in early American diplomatic history, and examples of the decorative arts are desired. Particularly being sought are examples of American arts of the period 1740–1825.

View of the west and north sides of the Thomas Jefferson State Reception Room.

"We are looking for original oil portraits of John Jay, James Monroe, James Madison and all the early Presidents and Secretaries of State and their wives," Mr. Conger told STATE. "Particularly needed are portraits of Martha Washington, Dolley Madison and Mrs. James Monroe. We also need early American landscapes, early city scenes, maritime scenes, Western scenes, by such American artists as Remington, Russell, Moran and Bierstadt, and historical paintings. There's also a need for outstanding examples of American furniture—Queen Anne and Chippendale; particularly Newport, R.I., and Southern furniture."

Among the guests were Ambassador Walter Annenberg, former envoy to the United Kingdom, and his wife, Leonore Annenberg, chief of protocol. They contributed $100,000 toward the redesigning of the Jefferson room, which depicts some of the designs in Monticello, Mr. Jefferson's home near Charlottesville, Va. Another guest was Edward Jefferson, chairman and chief executive officer of E.I. DuPont de Nemours & Co., who came from Wilmington by helicopter, with Mrs. Jefferson.

Ambassador Angier Biddle Duke, former envoy to El Salvador, Spain, Denmark and Morocco, and twice chief of protocol in the 1960s, recalled the many improvements in the John Quincy Adams State Drawing Room over the past two decades. The room, now furnished in 18th-century style, contains museum-quality examples of American furniture, primarily in the Chippendale style; oil portraits of John Quincy Adams and Mrs. Adams, both by Charles Robert Leslie of London, painted in 1816; a matching Philadelphia Chippendale highboy and lowboy; a gilded looking glass lent by the Mount Vernon Ladies Association and other antiques.

At the center of the Adams room is the historic Treaty of Paris desk on which the final treaty of 1783 was signed by Franklin and others, ending the American Revolution; a desk owned by Thomas Jefferson in Philadelphia; and an original painting by the American, Benjamin West. At the east end of the room are original oil portraits of Martha Washington, by Rembrandt Peale; John Jay, second minister of foreign affairs, by Gilbert Stuart; and George Washington, by Rembrandt Peale. The furnishings at this end of the room include a lowboy by John Goddard of Newport, R.I.; a Massachusetts block-front knee-hole desk; a Philadelphia Chippendale tall clock, with works by Burrows Dowdney and a cabinet attributed to Thomas Affleck; a tea table, also Philadelphia Chippendale, circa 1770; and French upholstered arm chairs, by Thomas Affleck, made in Philadelphia circa 1770.

Gracing the Benjamin Franklin State Dining Room—which is also used for large receptions—are oil portraits of Benjamin Franklin by Benjamin Wilson and David Martin; the original terra cotta bust of Franklin, from life, made by the French sculptor Jean Antoine Houdon, in 1778; a copy of the oil painting, "The Declaration of Independence in Congress at the Independence Hall, Philadelphia, July 4, 1776," by American painter John Trumbull (which is depicted on the back of the $2 bill); and other objets d'art.

The Jefferson Room includes a large statue of Jefferson; original oil portraits of Governor Winthrop Sargent and his wife, Mary McIntosh Williams Sargent, by Gilbert Stuart; a Chippendale sofa and Chippendale mahogany lowboy, both made in Philadelphia circa 1765; a secretary desk, made in New York, circa 1770; and portraits of Benjamin Franklin, by the French painter Jean Baptiste Greuze, in 1777, and Thomas Jefferson, by Thomas Sully, in Monticello in 1816; and a large Savonnerie rug, one of two copied from the court rug in Versailles. Other rare items include "The Bloody Massacre of 1770," a color engraving, by the American patriot Paul Revere.

The entrance lobby is designed to conform to those in great American homes of the middle 18th century—such as those along the James River in Virginia. The first entrance hall after the elevator lobby was also designed to reflect "the quality and richness of American interiors of the colonial period." The passageway to the Gallery was modeled after noted Philadelphia homes, such as Cliveden and Mount Pleasant.

Other examples of fine furniture and rare oil paintings are scattered throughout the rooms.

"But we are not as affluent as we appear," Mr. Conger said. "Forty percent of the Americana collection is still on loan and may be withdrawn at any time. We need to raise annually gifts of funds or securities totaling $250,000, to make payments on objects being purchased for the rooms. This is in addition to the funds required for future architectural improvements."

Contributions to the Department are tax-deductible. Inquiries should be directed to the Fine Arts Committee, Room 8213, Department of State, Washington, D.C. 20520, telephone (202) 632-0298.

—BARNETT B. LESTER ■

Overall view of the John Quincy Adams Drawing Room. ***(Photos by the Diplomatic Reception Rooms, U.S. Department of State)***

Ask Doctor Korcak

This column by Jerome M. Korcak, M.D., chief of the Department's Office of Medical Services, appears monthly in STATE. Whether you are serving overseas or at home, you are encouraged to get your questions answered on these pages. Write to the editor, or to Dr. Korcak directly. In either case, your privacy will be respected; your post will not be identified.

Q.

AFRICA

If my medical care overseas is paid for, can you explain why it is necessary that I know my insurance company and policy number. I thought all of that was taken care of for me.

A.

When you are hospitalized abroad (except for obstetrical, plastic surgery and certain other special situations), your post will guarantee expenses related to the hospitalization beyond those covered by your health insurance carrier. Our health care program, however, generally does not cover most outpatient expenses, unless they are related to an authorized hospitalization. It's important for you to submit bills to your insurance carrier should repeated outpatient visits meet the deductible of your carrier. You and the Department pay bimonthly for your health insurance coverage, and you may have occasion to request supplemental payments for outpatient and certain inpatient expenses that you might incur overseas.

Q.

WASHINGTON

It seems everyone in our family has wisdom teeth that needed to be operated on to be removed. Do any adults go through life with their wisdom teeth, or do most people have to have them removed surgically?

A.

Our dental consultants tell me that many adults go through life with all of their wisdom teeth in place. Some have all four wisdom teeth perfectly positioned. They're useful as third molars, aiding the 6-year and 12-year molars in masticating food. Others will never have the wisdom teeth erupt, and will go through life with all four completely impacted in bone. Most of us, however, will have inadequate space for the normal eruption of at least some of the wisdom teeth, and several complications may result. These complications may or may not necessitate removal of an individual tooth. As one approaches the late teens, close observation of the developing wisdom teeth by a dentist is recommended. Each case, indeed each tooth, must be evaluated on its own merits as to whether extraction is indicated.

Q.

EUROPE

This time when I had my physical, they recommended a new test. It was called a "colonoscopy." Why didn't I need this before?

A.

You're referring to the diagnostic test for "the cancer that nobody talks about." Cancer of the lower bowel, the colon and rectum, is second only to lung cancer in frequency. More men and women die of colon cancer than of breast cancer. Colonoscopy examination is one of the best techniques for diagnosing possible rectal cancer, and is now offered in our examining clinic to all people aged 50 and over. After age 50, the likelihood of developing this type of cancer increases significantly. "The exam isn't exactly a pleasure, neither is cancer" reads an American Cancer Society ad. I agree, but the test is over in just a few minutes, and it's *extremely* valuable in viewing the inside of the lower colon and detecting pre-cancerous or suspicious lesions. The instrument now used for this test allows the physician to examine the entire length of the lower bowel with only minimal discomfort for the examinee. The lighted instrument magnifies and clearly shows the lining of the colon so the physician can easily detect any questionable area of tissue that needs further examining and testing. In our clinic we offer this examination to men and women over age 50, and to young people with a family history of cancer or pre-cancerous conditions, or with a history of colitis. I suggest that the examination be repeated at the time of each biennial examination. The good news is that most cancers of the colon and rectum grow slowly and silently, and remain localized. Therefore, early detection in people who do not yet have symptoms of colon cancer allows for prompt treatment and gives an excellent chance for cure.

Q.

SOUTH AMERICA

My wife is going to deliver our baby-to-be in Minnesota rather than Panama, our regional medical center. Before and after her hospitalization, does she get per diem at the Minneapolis-St. Paul rate or the Panama City rate?

A.

Your question describes what is termed "cost-constructive" travel. If a traveler elects to be medically evacuated to other than the authorized treatment site, the per diem rate at the authorized site sets the upper limit for reimbursement at the elected site of care. In other words, in your wife's case, per diem would be authorized at the Twin Cities rate but cannot exceed the Panama rate. ☐

Doctor Korcak's health hints

Holiday blues

'Tis the season to be jolly, the Christmas carol admonishes us. However, for many people, the winter holiday season is the most depressing time of the year. It is during this period of Thanksgiving until after the New Year that previously healthy, functioning people take a turn for the worst. Traffic accidents increase and the suicide rate rises. Many reasons have been offered to explain the holiday blues and help people avoid or recover from them. Here are some common precipitants and what to do about them.

Loneliness

The holidays are billed as times when families and friends get together to have a good time. People who find themselves alone at holiday time— those who are single, divorced or widowed, among others—are the most susceptible to depression. Resist all feeling of self-pity. In the early stages, you can fight it off.

1. Make it a point to be with people, especially people who enjoy the holidays.

2. Don't wait to be invited. Have people over yourself—have a dinner or potluck party. Make plans with others to see a show or movie, attend a concert or sports event, visit a gallery or museum.

3. Don't wait until the last minute, when everything is likely to be sold out or you're already too depressed to be bothered.

Fatigue

Whether you're staying home for the holidays or going away, there always seems to be more to do than hours in the day—and often the night—will allow. The combined stresses of seemingly endless lists of "essential" chores (cooking, cleaning, decorating, buying gifts), overbooked days and inadequate sleep at night can easily precipitate depression, if not set the stage for physical illness.

1. Exercise. It helps create a pleasant self-image. It helps organize your life and enables you more time to get things done. It improves sleep and makes you more alert during the day.

2. Divide up the preparations and chores among family members so that the full burden of shopping, cleaning and cooking doesn't fall on one person's shoulders.

Alcohol

Alcohol is a drug—a central nervous system depressant. If you are unhappy to begin with, it will enhance that unhappiness. Holiday cocktail parties only make things worse. Drinking too much also increases fatigue by interfering with restful sleep.

1. If you're are feeling blue, stay away from alcoholic drinks and cocktails.

2. Instead, stick to fruit juices, soda pop, mineral water and unspiked egg nog.

Unrealistic Expectations

The Christmas spirit is not magical. People who have felt neglected all year often expect that at Christmas their family will make up for it. But families almost never do! At holiday celebrations, suddenly family members who don't get along all year are supposed to have a wonderful time together. Parents are supposed to stop criticizing, children are not supposed to "act up." It almost never happens. You may also expect too much of yourself—the beautifully decorated tree, the perfect dinner, the carefully-selected gifts. You drive yourself to exhaustion trying to make everything perfect, and disappointment is inevitable when the dinner fails, a toy breaks or you receive a gift from someone you had crossed off your list.

1. If Christmas dinner is an annual ordeal, why bother? Do something or eat something altogether different.

2. Instead of an expensive gift or a showy display, why not give a homemade gift (food, poem, clothing or trinket) or a gift certificate from a favorite store. An I.O.U. for a special event might be preferable to a purchase that is likely to disappoint the receiver.

3. For people who don't like to receive presents, forget a gift and, if you must, offer a personal service or make a charitable contribution instead.

Darkness

Short days are an important contributing factor in holiday depression. People complain about the dark and gloomy days of December. December 21 is the shortest day of the year.

1. If you can, plan a vacation to a sunny place—a southern beach or ski resort.

2. Wear light-colored clothing.

3. Spend as much time as possible outside during the daylight hours, and keep the lights on at least in the room in which you spend most of your waking hours. Bright light has exhilarating effect and stimulates the sex drive.

Guilt

A little self-indulgence at holiday time is natural and desirable.

Self-indulgence tends to be especially guilt-provoking for people who are highly disciplined the rest of the time, and guilt feeds depression.

1. Better to relax your rigid standard and enjoy yourself for a few weeks.

2. Also, do not compound the holiday blues by feeling guilty because you are not as jolly as the carol says you should be. It is normal to feel a little sad at holiday time about the past and loved ones who cannot be with you.

Season's greetings from the Office of Medical Services. ☐

Alcohol Awareness Program

"Alcohol—Pervasive factor in accidents'

Following are excerpts from a Department of Transportation publication:

. . . If there is one pervasive factor involved in automobile crashes, it is alcohol. Alcohol users generally fall into two categories, the social drinker and the problem drinker.

Alcohol is involved in a substantial proportion of all fatal highway crashes. The public's attitude toward driving is bound up in the social expectations of our friends and the prevailing patterns of behavior in our communities. If we expect to achieve a significant reduction in the number of highway casualties, we have to change the social attitude which makes people hesitant to prevent someone who has had too much to drink from driving. Determining when driving skills have been impaired by alcohol is too often left up to the driver, whose judgment is the first faculty to be affected by excessive drinking.

The absorption of alcohol directly into the bloodstream through the stomach wall is a very rapid process. If alcohol is consumed faster than it is eliminated, it builds up in measurable amounts which can affect judgment, coordination, perception, and balance. This buildup in the bloodstream is eliminated by the action of the liver, through the pores, and by breathing, a process that takes time. It takes about one hour for the body to dispose of one ounce of whiskey, a single bottle of beer or a glass of wine.

About one-third of all alcohol-rated fatalities involve the "social drinker." The remaining two-thirds involve "problem drinkers."

Some common myths:

MYTH: Beer is less intoxicating than other alcoholic beverages.

FACT: One 12 oz. can of beer, one 6 oz. glass of wine, and one highball with 1.5 oz. of 86 proof liquor are equally intoxicating.

MYTH: Cold showers and black coffee help to sober you up.

FACT: Once you have consumed alcohol, nothing but time will sober you up.

MYTH: It's easy to tell when someone is alcohol impaired.

FACT: Alcohol has varying visible effects on people. Some will slur words, stagger, and in other ways visibly demonstrate their intoxication. Others may exhibit no signs of inebriation. The latter may be as intoxicated as the former, and their driving ability equally impaired.

MYTH: Mixing drinks is more intoxicating than drinking one kind of liquor.

FACT: Alcohol is alcohol. It's the amount you drink, not the type, that determines your ability to function.

MYTH: You're the best judge of whether or not you're fit to drive.

FACT: Whether or not you're fit to drive can only be accurately determined by measuring the alcohol concentration in your bloodstream. There is an easy way to determine this.

Depending on one's weight, the risk in driving increases after two drinks. The standard definition of intoxication is .10% Blood Alcohol Concentration (B.A.C.). An average 160-lb. man reaches .10% B.A.C. after consuming five normal drinks (about ½ oz. of pure alcohol each) within two hours on an empty stomach. A normal drink contains 1 to 1.5 oz. of 86 proof whiskey. Most social drinkers seldom exceed the .10% B.A.C. level.

A significant relationship has been established between high B.A.C. levels and automobile crashes. At .05%, the risk of crash is two or three times what it would be if the driver were sober. At .10% the risk increases to about seven times the normal risk. Above .10%, the risk increases rapidly to 20 to 50 times the normal risk.

It is your personal decision to drive within the speed limit, use your safety belt, wear your motorcycle helmet, and abstain from excessive drinking when driving. No one can force you to be careful. This is your responsibility.

If you think you have a problem with alcohol, get in touch with the Alcohol Awareness Program, Department of State, Washington, D.C., telephone (202) 632-1843 or 632-8804. Department regulations prescribe that all contacts with the program be handled on a medically confidential basis. There will be no record of this matter in your personal file. The regulations also guarantee that your promotion and assignment possibilities will in no way be jeopardized. ■

Paying for college with U.S. bonds

It takes more than brains to get an education these days. It takes money, too. And that's where U.S. savings bonds, bought in your child's name, come in handy. As beneficiary, rather than co-owner, you could file bond interest as your child's income at the end of the first tax year. This would establish "intent," so no further returns would be needed for a "tax-free" education plan— unless your child's income should exceed his or her exemption total.

Or you could wait to start filing returns until your child enters college and begins cashing bonds for expenses. As long as other income and interest on bonds cashed each year is less than the exemption, no tax is due.

Education and Training

Schedule of courses at Foreign Service Institute

Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Administrative training				
Administrative CORE	4	1	1,29	3 weeks
General Services Operations	25	22	22	3 weeks
Budget and Financial Management	25	22	22	6 weeks
Coping with Violence Abroad	18	16	22	2 days
Consular training				
ConGenRosslyn Basic Consular Course	Continuous enrollment			24 days
Immigration Law and Visa Operations	Correspondence course			9 months
Nationality Law and Consular Procedure	Correspondence course			9 months
Overseas Citizens Services	Correspondence course			9 months
Advanced Consular Course	—	22	—	3 weeks
Consular Employees' Professional Seminar	—	1	—	2 weeks
Economic and commercial training				
Information Systems Manager Training	—	—	1	3 weeks
Executive development				
Executive Performance Seminar	10	—	7	5 days
Supervisory Studies Seminar	—	7	—	5 days
Executive EEO Seminar	26	—	30	1 day
Political training				
Foreign Affairs Interdepartmental Seminar	11	—	29	2 weeks
Orientation				
Orientation Program for Foreign Service Officers	6	—	3	6½ weeks
Orientation Program for Foreign Service Personnel	18	—	8	5 days
Department Officer Orientation Program	11	—	8	2 days
Foreign Service Secretarial Training	—	8	15	5 days
Departmental Clerical Orientation	18	15	29	4½ days
Clerical workshops				
*OCR Workshop	—	—	22	4 hours
*The Art of Dictation Workshop	—	26		4 hours
*The Art of Machine Transcription Workshop	—	26	—	4 hours
*Telephone Techniques Workshop	—	—	1	4 hours
Secretarial skills				
Basic Office Skills and Techniques	—	—	22	24 hours
Human Relations and Secretarial Office Procedures	11	—	—	8 days
Beginning Stenography	5	—	—	9 weeks
Intermediate Stenography	5	—	—	9 weeks
Workshop for Speed and Accuracy (formerly Intermediate Typing)	4	—	—	4 weeks
Communication skills				
How to Communicate by Letter and Memo	—	22	—	10 days
Fundamentals of Writing (for Government)	—	—	1	5 weeks
Speech and Oral Communication	12	—	—	6 weeks
Courses for managers				
Advanced Writing for Senior Managers (formerly Effective Writing in International Affairs)	—	1	—	22 hours
Effective Oral Communication for Managers	—	—	11	5 days
Overseas Briefing Center				
Two-Week Family Workshop	11	—	8	2 weeks
English-Teaching Seminar	—	8	—	1 week
Career Counseling Seminar	—	—	2	4 days
Going Overseas	—	6,17	6,17	1 day
Re-Entry Workshop	—	—	1	1 day
The Foreign Service Spouse: Regulations, Allowances, Finances	—	16,17	—	2 days

**Self-paced, instructor monitored*

—(*Continued on next page*)

Interdepartmental seminar set for January 11–22

The next session of the Foreign Affairs Interdepartmental Seminar will be conducted at the Foreign Service Institute, January 11–22. Its purpose is to furnish an advanced, intensive exposure to various factors affecting the formulation, coordination, and execution of U.S. foreign policy. Emphasis is on foreign and national security concerns, domestic attitudes and trends, and such critical international issues as food, population and energy. Special attention is also focused on the problems of modernization and development in the Third World, superpower relationships and the interrelationship between foreign and defense policy.

The plenary sessions focus on broad policy problems and their interdependence. The regional study groups provide participants an opportunity to examine issues peculiar to geographic areas of personal and job-related interests, and to discuss the manner in which the U.S. Government coordinates and implements its policy in these areas.

The seminar draws its speakers and regional study group leaders from Government, foreign embassies, universities and the business world. In each case, the speaker is regarded as an authority. The interdepartmental nature of the seminar, and the intimacy of the smaller regional study groups, are intended to allow the participant to gain an appreciation of the viewpoints of the other Government agencies, and the role each plays in foreign policymaking and execution.

Preference for enrollment is given to those with the rank of FO/FP–2 or above or GS–13 or above). The schedule for future sessions is: March 29—April 9; June 28–July 9; September 20–October 1.

Applications must include the applicant's first and second choices for the regional study group in which s/he wishes to participate. Applications for the January 11 session should be submitted as soon as possible, but not later than December 31. Later applications should be cleared with June Callahan at (703) 235-8776, prior to submission. ☐

Seminars for supervisors on equal employment

The Department is sponsoring a series of one-day seminars on equal employment opportunity, available to senior-level supervisors, on January 26, March 30, April 27 and September 28, at the Foreign Service Institute.

The seminars will consist of a day-long series of discussions, audio-visual presentations and practical assignments. "This is not an 'awareness' session, but a management training course which will provide participants with the answers to several questions, such as," the institute said, "What must I do to comply with present EEO laws? How can I take affirmative action?"

Attendance will fulfill the requirement that all supervisory personnel must attend a basic equal employment training course. Training certificates will be placed in the personnel files of the participants upon completion of the course requirements. ☐

Overseas schools meeting

The Overseas Schools Advisory Council will hold its annual meeting on Tuesday, December 15, at 9:30 a.m., in Conference Room 2722B of the Department. Agenda items include a review of the project for improvement of school programs through regional overseas schools associations and other business. Members of the public desiring to attend the meeting should call Judy Knott, (703) 235-9600, prior to December 15. The public may participate in discussions at the chairman's instructions. ☐

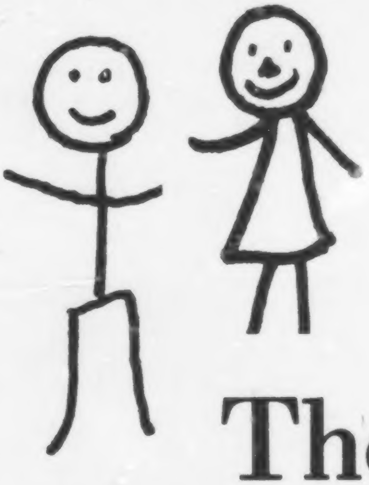
Reaching people who need you: that's what the Combined Federal Campaign is all about.

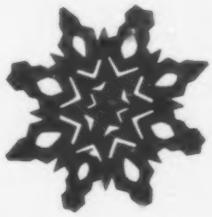
—(Continued from preceding page)

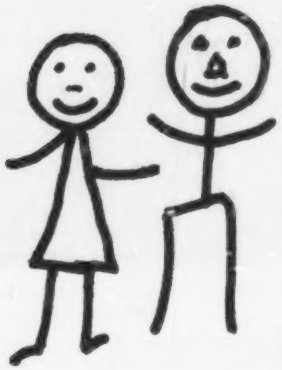
Program	*Jan.*	*Feb.*	*Mar.*	*Length of course*
Area studies				
Africa, Sub-Sahara	25	22	—	2 weeks
Western Europe	25	22	—	2 weeks
People's Republic of China	—	—	8	2 weeks
East Asia	25	—	—	2 weeks
Eastern Europe and USSR	25	—	—	2 weeks
Latin America	25	22	—	2 weeks
Near East and North Africa	25	22	—	2 weeks
South Asia	25	—	—	2 weeks
Southeast Asia	25	—	—	2 weeks
Language and advanced area courses				
Afrikaans	—	8	—	24 weeks
Arabic (Eastern)	—	8	—	24 weeks
Arabic, Modern Standard (Advanced in Tunis)	—	8	—	12/15 months
Bengali	—	8	—	24 weeks
Chinese (Standard)	—	8	—	24 weeks
Danish	—	8	—	24 weeks
Dari (Afghan Persian)	—	8	—	24 weeks
Dutch	—	8	—	24 weeks
French	11	8	8	20 weeks
German	—	8	—	20 weeks
Greek	—	8	—	24 weeks
Indonesian	—	8	—	32 weeks
Italian	—	8	—	20 weeks
Japanese	—	8	—	24 weeks
Japanese (Advanced in Yokohama)	—	8	—	12/15 months
Norwegian	—	8	—	24 weeks
Pilipino	—	8	—	24 weeks
Polish	—	8	—	24 weeks
Portuguese	—	8	—	24 weeks
Romanian	—	8	—	24 weeks
Russian	—	8	—	24 weeks
Serbo-Croatian	—	8	—	24 weeks
Spanish	11	8	8	20 weeks
Swahili	—	8	—	24 weeks
Swedish	—	8	—	24 weeks
Thai	—	8	—	24 weeks
Turkish	—	8	—	24 weeks
Urdu	—	8	—	24 weeks
Familiarization and short-term (FAST) Courses				
Arabic, Peninsula (Hijazi and Gulf)	11	—	—	6 weeks
Arabic, Egyptian and Levantine	—	22	—	6 weeks
Chinese	—	8	—	6 weeks
French (Metrop.)	11	8	8	10 weeks
French (Sub-Sah.)	11	8	8	10 weeks
German	—	8	—	10 weeks
Italian	—	8	—	10 weeks
Portuguese (L.A.)	—	8	—	10 weeks
Portuguese (Eur.)	—	8	—	10 weeks
Russian	4	—	—	6 weeks
Spanish (Eur.)	11	8	8	10 weeks
Spanish (L.A.)	11	8	8	10 weeks
Early morning language classes				
Chinese (Standard)	—	22	—	17 weeks
French	—	22	—	17 weeks
German	—	22	—	17 weeks
Italian	—	22	—	17 weeks
Portuguese	—	22	—	17 weeks
Russian	—	22	—	17 weeks
Spanish	—	22	—	17 weeks ■

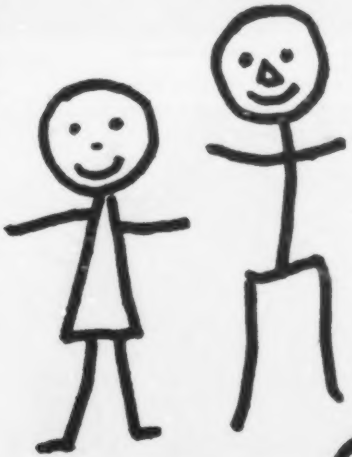
From One to Another:

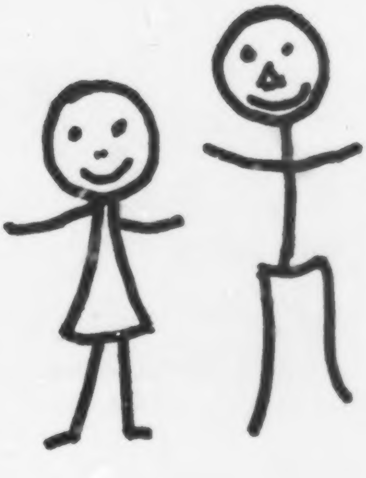
The Gift of Blood

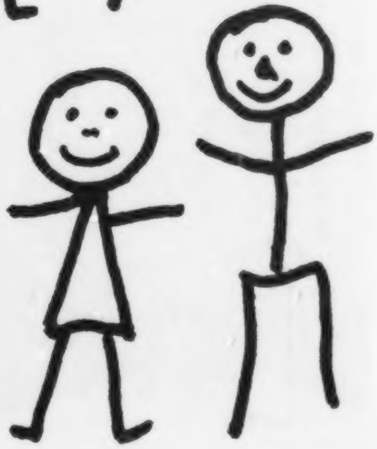


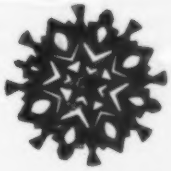








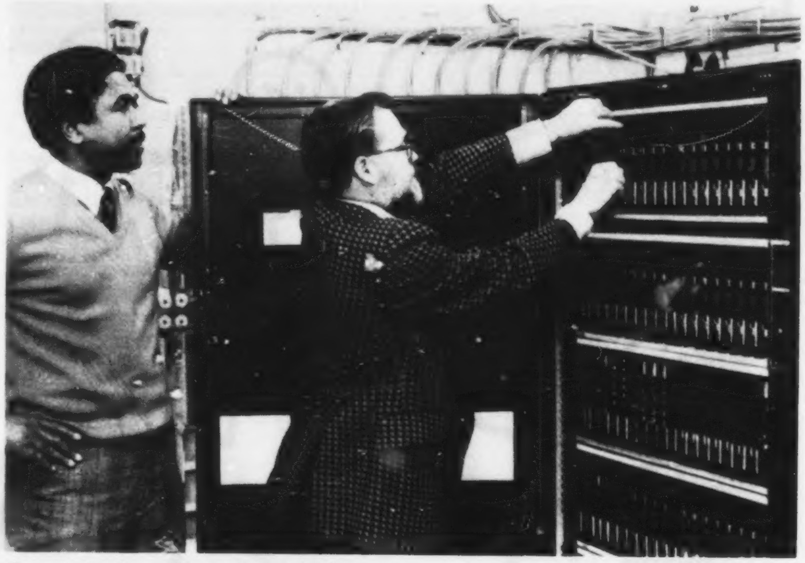




Your blood drive contact at State, day in and day out, is Dorothy Collins, Ext. 21212.

Post of the Month: Geneva

GENEVA, on the Rhone River in the southwest corner of Switzerland, is home base for our employees at the U.S. mission to the European office of the United Nations and to other international organizations. This is another in STATE's continuing series on our people overseas. (Most of the photos are by ICA.)



Communications officers *Jimmie McGray* and *Ray Minnick*.

Deputy chief of mission *Don C. Eller*.

Arriving at St. Cergue for a day of skiing are, from left, *Renee Pfaeffli*, *Fru Tooraen*, *Arthur D. Hanrehan*, *Sam Tschumi* (partially hidden) and *Caroline Pibouleau*.

Secretaries *Ann Castor* and *Marilyn Schiele* at a local market.

Special projects officer *Fru Tooraen* and Foreign Service national employees *Renee Pfaeffli*, center, and *Caroline Pibouleau*, right, at St. Cergue.

Secretary *Joyce Campbell* bicycles to work.

At briefing on security operations are, from left, regional security officer *Arthur D. Hanrehan*, Congressman *Jack Hightower* (D.-Tex.), administrative counselor *Walter L. Carter;* Congressman *George M. O'Brien*, (R-Ill.)

Mail room supervisor *George Borloz.*

Political counselor *John McDonald* and his son, Ted, on a ski trip at La Clusaz.

Conference services officer *Mary Lou Wilson* talks to visitor at the Woodrow Wilson Golden Globe Memorial, at entrance to the Palais des Nations.

Secretaries *Sally Kahdy* and *Jackie Carter,* general services officer *Frank Rey* and economic officer *George Dempsey* at fountain by the Palais de Justice, in Old Town.

***Paul* and *Audrey Crawford,* son and daughter of international economic affairs officer and Mrs. Robert Crawford, on a school ski outing.**

At meeting of the Economic Commission for Europe are, from left, FSO *James Porter; John St. John*, counselor for economic affairs; *Michael Einik*, State.

The new U.S. mission building.

Economic officer *George Dempsey*, general services officer *Frank Rey* and secretary *Jackie Carter*, in front of Les Bastion, near Geneva University.

Administrative counselor *Walter L. Carter,* right, and assistant general services officer *Ed Schanne* brief chauffeurs on motorcade operation.

Economic officer *George Dempsey,* left, secretaries *Sally Kohdy* and *Jackie Carter,* and general services officer *Frank Rey* in front of a Russian Orthodox Church. ■

American Diplomacy 1781

Lord Cornwallis for whom?

December 1781

By Jan K. Herman

THE TROOPS are in camp this sixth winter of war, Americans in New Jersey and on the Hudson near West Point. The French remain in Virginia. From the south, General Greene writes on the 13th that "Charleston and Savannah excepted" the southern states are back in American hands, and that preparations are underway for a siege of Charleston.

In Philadelphia, General Washington concerns himself with the disposition of British and German prisoners of war. How best to exchange them for Americans being held by the British? The rules of 18th-century warfare, usually adhered to by both sides, stipulate that men of equal rank must be exchanged one for one, or a high-ranking officer for so many men of lesser rank. Under the provisions of his parole, Lord Cornwallis is free to travel to England, but cannot engage in any activities, either political or military, against the United States until he is exchanged. That exchange is the subject of much indecision.

On the 3rd, the commander-in-chief asks Congress for guidance. ". . . I wish to be informed whether Congress have any objections to the exchange of Lieutenant Genl. Earl Cornwallis. Altho' the British have no officer of equal rank in their possession, yet, as we must procure the release of our three Brigadiers and several full Colonels by composition, it will, I presume be expected and demanded that Lord Cornwallis shall be set against them."

For now, Congress is unable to come up with a suitable solution. Whose release shall they insist upon?

Meanwhile, in France, Benjamin Franklin closely follows the British political situation, especially now that there is an almost universal recognition of the futility of the king's arms in America. Many of his English friends begin to approach him with peace proposals, but since London has not authorized negotiations, Franklin sees no reason to treat with any of them.

On the 15th, he writes David Hartley in London; theirs is a correspondence that has never flagged since the outbreak of hostilities. Hartley had sent a plan for fireproofing opera houses and theaters. Franklin cannot help but turn the conversation toward the war. ". . . what are the lives of a few idle haunters of play houses compared with the many thousands of worthy men and honest, industrious families butchered and destroyed by this devilish war?"

John Jay's mission to Madrid is unchanged by the news of Yorktown. His secretary, William Carmichael, complains that the royal court is packed with anti-American attendants and that the princess of Asturias even treated British visitors "with much distinction."

John Adams, too, has little reason to be upbeat, even though he perceives some positive signs. On the 14th, he writes from Amsterdam that "the first public body which has proposed a connexion with the United States is the quarter of Oostergo, in the province of Friesland." He is encouraged that "The whole republic must follow," even if Dutch recognition will be a long time in coming. For a man not prone to optimism, the starchy New Englander reaches new heights on the 29th, reporting that Joseph II of Austria has acceded to Catherine the Great's armed neutrality. Adams interprets this to mean that both Russia and Austria acknowledge "the American Colonies to be a power at war, and a power sufficiently free to appear at Vienna and make a peace with Great Britain."

(One of a series)

Even as General Washington seeks to exchange Lord Cornwallis, Henry Laurens, father of the Continental Army officer who helped negotiate the Yorktown surrender terms, spends his 15th month in the Tower of London. A deal that would have exchanged him for General John Burgoyne, still on parole since his defeat at Saratoga over four years ago, has fallen through. The embittered South Carolinian writes to Congress on the 20th: "There has been languor, and there is neglect somewhere. If I merit your attention you will no longer delay the only speedy and efficacious means for my deliverance."

Laurens' deliverance could now depend on Cornwallis' exchange. Unfortunately, that event may not be forthcoming. On his way back to England, the British general and his sailing companions are taken captive by a French privateer. ■

Foreign Service Families

New education officer to serve families

Mrs. Porter

Cynthia Porter is the new education officer at the Department's Family Liaison Office, succeeding Bernice Munsey. Mrs. Porter, as a Foreign Service wife, taught at the Haitian-American Institute in Port-au-Prince; tutored blind Filipino high school students and conducted a series of English-as-a-second - language classes on educational TV in Manila; and taught nursery school and presented a graduate studies program in contemporary American literature at the state university in Moscow. In Washington she has taught reading and science enrichment courses at area elementary schools; tutored foreign students in English; worked as an adviser to students at American University; and led educational programs for students at the Smithsonian Museum of Natural History and the National Zoo.

Her interest in meeting the educational needs of the Foreign Service child was heightened when her husband received an assignment to Kiev, in the Ukraine, where there was no schooling available for the English-speaking student. She is aiming to help parents and students find solutions to educational concerns which often are complicated by Foreign Service life. Her office hours in Room 1216A are 8:15 a.m.-5 p.m., Mondays through Thursdays. She can be reached by phone at her office, (202) 632-9624, or home, (301) 469-9661. ■

↑ ***Barbara Langridge*, Ft. Meade Family Liaison Office, and Major *John Redigan*, Air Force Family Matters Office, discuss military and civilian family service programs at conference in the Department sponsored by the Family Liaison Office. Participants included the heads of 15 Army, Navy, Air Force and Marine Corps programs.**

PANAMA—Ambassador *Ambler H. Moss Jr.* with *Cynthia Desmond*, the new community liaison officer (below). ↓

Bureau Notes

Secretary's Office

SECRETARY HAIG traveled to Egypt, October 8-11, to attend the funeral of President ANWAR el-SADAT and consult with government officials. Accompanying him were MRS. HAIG; SHERWOOD GOLDBERG, executive assistant to the Secretary; E. ANTHONY WAYNE, special assistant to the Secretary; JOYCE NESMITH, confidential assistant to the executive assistant; BONNIE ROBERTS, secretary, Office of the Secretary; ALVIN ADAMS, deputy executive secretary; GEORGE F. TWOHIE, executive director, Executive Secretariat; NANCY DEGUMBIA and WILLIAM MONTGOMERY, staff officers, Secretariat Staff; ANITA MUELLER and BETTE NEIL, secretaries, Secretariat Staff.

On October 17-19, the Secretary attended ceremonies commemorating the 200th anniversary of the Battle of Yorktown, and met with French PRESIDENT MITTERAND. Traveling with him to Yorktown, Va., were Mrs. Haig; Mr. Goldberg; Ms. Roberts; MICHAEL KLOSSON, special assistant; and JAMES LANE, staff officer, Secretariat Staff.

The Secretary traveled to Cancun, Mexico, with PRESIDENT REAGAN for the economic summit meeting, October 21-24. Accompanying him were Mr. Goldberg; Mr. Adams; Mr. Klosson, Ms. Roberts; LORA SIMKUS, personal assistant to the Secretary; JOSIAH ROSENBLATT, staff officer, Secretariat Staff; BARBARA HAMBRICK, LINDA LEYBLE, secretaries, Secretariat Staff; and WILLIAM McCAHILL, staff officer, Secretariat Staff.

SHARLEAN WEBB has joined the Information Management Staff. ROBERT DURHAM has transferred from the Operations Center to the Information Management Staff. □

OFFICE OF PROTOCOL

Ambassador LEONORE ANNENBERG accompanied the presidential delegation that went to Cairo for the funeral of President ANWAR SADAT. Former Presidents JIMMY CARTER, GERALD FORD and RICHARD NIXON headed the delegation. LYNNE MILLER accompanied the presidential delegation that went to Tel Aviv for the funeral of MOSHE DAYAN. Protocol staffers who assisted at the bicentennial celebration at Yorktown included Mrs. Annenberg, TOM NASSIF, CONNIE CONNOR, LINDA DEWAN, JIM PAYNE, MARY MASSERINI, MARTY COYNE, RODNEY RAWDING and EUGENE LEWIS. Accompanying KING HUSSEIN and QUEEN NOOR of Jordan on their visit to Los Angeles and Houston were Mr. Nassif, GAHL BOTHE, Ms. Masserini and Mr. Payne. DIANNA WOLRIDGE has transferred to the Foreign Service Institute. Mrs. Annenberg hosted a reception for visiting members of the Chatham House in London. Assisting ambassadors from Sri Lanka, Guinea-Bissau, United Arab Emirates, Argentina, Yemen, Hungary and Jordan at the presentation of their credentials to President RONALD REAGAN were Ms. Bothe, JANIE GUILBAULT, BECKY VIGIL, JUDY KNOWLES, JOHN MURTHA, RICHARD GOOKIN, RICHARD MASSEY, PATRICK DALY, GEORGE SEALEY and Mrs. Annenberg. □

Administration

OFFICE OF COMMUNICATIONS

Deputy assistant secretary STUART E. BRANCH, traveled to the west coast, the week of November 9, to consult with several communications firms. On October 13 presidential intern DEBORAH STEEL began her internship in the office. PHILIP M. TINNEY, former communications progams officer at Embassy Tel Aviv, has joined the staff of the office. On November 2, Colonel KENNETH H. CAMPBELL assumed his duties as defense liaison officer, replacing Colonel CHARLES H. SCOTT. The following were in the office on consultation recently: DAVID WAGNER, Guatemala; DONALD FISHER, Department; MARVIN HARDEBEC, Department; GLORIA ROBERTS, Accra; JOHN GREEN, London; SAUNDERS WOODY, Nairobi; RONALD OSLOWSKI, Stockholm; JAMES ARCHER, Moscow; DONALD NYLUND, Kuala Lumpur; and ROBERT BURKHART, Bonn. Personnel who completed courses in the Training Division were: EUSTIS WALLACE, Karachi; JAMES MORGAN, Cairo; JAMES CLARK, U.S. mission to NATO, Brussels; ALAN HAYDT, Yaounde; ALAN PETERSON, Lilongwe; WENDELL REEVES, Paris; DOROTHY TARBY, Rome; JOYCE HAAS, Brasilia; HENRY HILKER, Bucharest; HERMAN ELLINGTON, Ouagadougou; MARGARET CARVER, Africa rover; WILLIAM PARKER, Communications Training Division; MARGARET FENN, Guangzhou; and RONALD OSLOWSKI, Stockholm. □

OFFICE OF SECURITY

The acting deputy assistant secretary for security, MARVIN L. GARRETT JR., presented the Department's Meritorious Honor Award to ROGER BROWN, for his work as regional security officer in Monrovia, Liberia. Additional awards for "excellent" performance were presented to BILL DECOURCY and WALTER BACAK. JEFF BOSWORTH was agent-in-charge of the protective detail for QUEEN NOOR of Jordan. JERRY DUMAS was in charge of protective security for QUEEN SIRIKIT of Thailand, and DARRYL RASHKIN was agent-in-charge of security for MRS. MARCOS of the Philippines. On October 20, ED LEE traveled to Harrisburg, Pa., where he gave a talk entitled "The Terrorist Threat" to the monthly luncheon of the American Society for Industrial Security. During November 4-6, Mr. Lee gave a security and terrorism course to the Emergency Coordination Unit of the UN Development Program. THOMAS McGRATH recently completed a crisis management course at the FBI Academy at Quantico, Va. The Education and Training Staff announced the formation of a new terrorism crisis management course, to be held from November 30-December 2 at the Foreign Service Institute. □

African Affairs

Assistant Secretary CHESTER A. CROCKER participated in an African-American Institute conference, on "U.S.-African Relations," in Williamsburg, October 9. Between October 20-November 8, Mr. Crocker traveled in Africa. The first part of his visit was to several West African countries, the second half, with his Contact Group colleagues, through so-called front-line states and South Africa, Namibia and Kenya.

LANNON WALKER, senior deputy assistant secretary for African affairs, spoke before students, faculty and the public on "U.S. Interests in Africa," at Brown University, Providence, October 27. On October 28 he addressed a luncheon meeting, in Boston, hosted by the First National Bank. JAMES K. BISHOP, deputy assistant secretary for African affairs, addressed the conference of editors and broadcasters in the Department, October 29, on "U.S. Interests in Africa." PRINCETON LYMAN, deputy assistant secretary for African affairs, participated in a panel on "The Importance of Strategic Minerals in South Africa," at a conference sponsored by Business Week and Aviation Week magazines, in Washington, October 29. On November 6, he briefed a senior group of officials from Pennsylvania State University, along with JOSEPH SEGARS, Office of Southern African Affairs, and ROBERT BOGGS, Office of Central African Affairs.

Office of Inter-African Affairs: LARRY WILLIAMSON, director, briefed a group of congressional constitutents from Maine, in the East Auditorium, on the "Horn of Africa," October 28. ALBERT FAIRCHILD, deputy director, briefed the National Defense University's Industrial College on "Strategic Resources in Africa," October 14. DAVID BURNETT, who was to work in that office, October 19 through November 11, is headed for Brazzaville, to serve as economic/commercial officer.

ADDIS ABABA, Ethiopia—A gift of koodoo horns (a koodoo is an African antelope), intended for President Reagan, from *Enzo Artioli*, second from left, a resident of this capital who tracked down the animal himself. Others, from left: chargé *Owen Roberts; Angela Bartolotta*, his secretary; *David Harper*, economic-commercial attache.

Office of Central African Affairs: Deputy director GLENN A. MUNRO visited Belgium, Cameroon, the Central African Republic, Congo, Gabon, France and Zaire, on an orientation trip, September 25-October 21. Director NICHOLAS MURPHY followed-up with an orientation trip to the foregoing countries, save Gabon, October 31-November 14.

Office of East African Affairs: Ambassador to Kenya WILLIAM HARROP spoke to students and faculty at the Fletcher School, Tufts University, October 7. CURTIS KAMMAN, director of the office, spoke to students and faculty at the University of Maine, on "Soviets in Africa," October 22. On November 4-5, he addressed students and faculties of the African and Soviet Studies Centers at the University of Illinois.

Office of Southern African Affairs: Acting director DANIEL SIMPSON participated in the African-American Institute's conference on "U.S.-African Relations," in Williamsburg, Va., October 9-11. On October 23-24, Mr. Simpson went to Bloomington, Ind., to speak at the annual conference of the African Studies Association. He also traveled to San Francisco, October 31, to address a symposium on "U.S.-Southern Africa Relations," sponsored by Stanford University's African Student Association. JOSEPH SEGARS, desk officer for Zimbabwe, briefed students of Howard University, in the Department, October 7. On October 14, he addressed a group of visiting students and faculty from Appalachia State University, N.C., on "Appalachian States in Southern Africa." Mr. Segars spoke to the Great Decision Group at Chevy Chase High School, October 20, on the same subject. He also met with senior officials from Pennsylvania State University, November 6. GREGORY FROST, assistant desk officer for South Africa, returned from his orientation trip there on October 3. Mr. Frost briefed students and faculty of the University of Maryland, October 23. DAVID DLOUHY, desk officer for South Africa, participated in a panel at Howard University on "Namibia and South Africa," sponsored by the National Conference of Black Lawyers, October 24. On November 11, he traveled to the Seven Springs Conference Center, in New York, to participate in a three-day conference on "U.S. Policy in Southern Africa." JAMES MORIARTY, economic officer, made an orientation trip through southern Africa, September 25-October 26. ROBERT FRASURE, Namibia desk officer, accompanied Assistant Secretary Crocker on a 10-nation mission to Africa, in connection with the Namibia negotiations.

Office of West African Affairs: Ambassador to Liberia WILLIAM SWING traveled to Houston, October 28, to brief the Liberian Shipowners Council on U.S. policy. ROBERT L. BRUCE, director of the office, accompanied Mr. Crocker on a five-day trip to Nouakchott, Dakar and Monrovia, before Mr. Crocker joined the UN Contact Group in Lagos. Mr. Bruce continued on to Benin, Lome, Abidjan, Freetown and Banjul, for official consultations. KAY CLARK-BOURNE, deputy director, participated in a seminar, November 3, at Georgetown University's School of Foreign Service on "Problems Facing American Professional Women in Africa." IZELLA WILLIAMS participated in a joint junior officer/secretarial training exercise, at the Xerox Center, Leesburg, VA., October 21-23. The program featured a simulated embassy where junior officers were afforded glimpses of what work is like at an embassy. ☐

Office for Combatting Terrorism

FRANK H. PEREZ, acting director, briefed participants in the ambassadorial seminar October 21; a group of business executives convened by Brookings Institution October 22; the Conference on Violence and Extremism, in Baltimore, October 29; and students at the Air War College, Maxwell Air Force Base, Ala., October 30.

RICHARD HIGGINS participated in a conference of the Section of Military Studies of the International Studies Association, at the University of New Hampshire November 6. Mr. Higgins discussed policy and legal implications of the military response to terrorism. From October 19-22, Mr. Higgins spoke to students and faculty at Augusta College, Georgia Southern College and Armstrong College on various aspects of U.S. policy on terrorism. On November 5, ALAN EASTHAM traveled to the Army War College at Carlisle Barracks, Pa., to lecture on terrorism. He also met with a Catholic University foreign policy seminar, October 26, and with a sociology-of-law class, at George Washington University, November 3. IRA LEVY spoke about the terrorist threat to U.S. businessmen overseas, to the Management Group of the Stewart-Warner Corp., in Chicago, October 21. ☐

Consular Affairs

At an awards ceremony, October 30, awards were given to employees from constituent offices of the bureau for "sustained outstanding and excellent performance," length of service, and meritorious performance. The Navy Band played at the ceremony, at which Assistant Secretary DIEGO C. ASENCIO presided. On October 14, Mr. Asencio spoke at a Georgetown University seminar on immigration and migration issues. On November 1-3, he attended a conference on immigration and refugee issues, sponsored by the Rockefeller and Ford foundations, at Williamsburg, Va. ALFONSO ARENALES, coordinator for legislation and public policy, also attended the conference. ROBERT E. FRITTS, senior deputy assistant secretary, traveled, October 27-29, to the University of Wisconsin, Madison, and the Marquette University law school, Milwaukee, to discuss the administration's immigration policy and legislative proposals. Mr. Fritts also represented the Department in media interviews. ☐

PASSPORT SERVICES

Seminars highlighted this office's activities in October. FRANCIS HEADLEY, Evaluations and Standards Division, held fraud seminars, October 1 and 29, for customs agents in Glynco, Ga. NANCY MEYER and ALICE RITCHIE conducted a seminar for visiting Foreign Service national employees, the week of October 28. On Capitol Hill, WILLIAM MALCOMSON, Special Issuances Division, represented Passport Services at the Constitutent Resource Exposition. KERRY HOLMES represented Overseas Citizens Services. The Chicago Passport Agency has become the second agency to begin issuing machine-readable passports under the new Travel Document Issuance System. The agency has completed the implementation, training and performance testing phases, and reached a production rate of 12,000 passports

CONSULAR AFFAIRS—Foreign Service nationals from posts in Latin America and Europe attend consular seminar at the Foreign Service Institute. From left: ***Josefina Rincon*****, Maracaibo;** ***Marlene Tan A Kiam*****, Paramaribo;** ***Justo Robles Cuellar*****, Mexico City;** ***Elena Graglia*****, Genoa;** ***Reyson Victoria*****, Santo Domingo;** ***Graciela Manzanares*****, Guadalajara;** ***Consuelo Gomez*****, Monterrey;** ***Julio Cuesta*****, Seville; Assistant Secretary** ***Diego Asencio; Elizabeth Marchant*****, Montreal;** ***Maria Teresa Joseph*****, Barcelona;** ***Margarita Palomeque*****, Merida;** ***Alberto Montelatici*****, Florence;** ***Damian Mendieta*****, Asuncion;** ***David Hobbs*****, institute;** ***Paul Bartela*****, Nicosia.**

in 37-½ hours during one week in October. Chicago is now issuing the new passports on a daily basis. The Washington Passport Agency was the first to issue passports under the new system. Los Angeles, Miami and Houston are scheduled to begin implementation in 1982. ☐

Visa Services

The associate director for visa services, EDWARD KREUSER, was to travel, November 10-26, to Manila, to review visa management operations; to Hong Kong, to participate in the China consular management conference; to Jakarta, for consular policy and procedures review; and to Honolulu, to participate in a briefing for the Hawaiian congressional delegation. From October 24-28 RICHARD DUNBAR, chief, Systems Liaison and Procedures Division, traveled to Mexico City, to review and discuss automated visa systems, and discuss possible installation of such systems in Monterrey. MARYANNE HORN, also of the division, was to speak on immigration policy to the Immigration and Naturalization Service's Outreach Program, November 10. ☐

Overseas Citizens Services

ROBERT B. LANE, deputy assistant secretary, visited the Foreign Operations Division of the Social Security Administration, in Baltimore, to discuss the impact of workload problems at overseas posts. Mr. Lane also called on officials at the Department of Justice, as part of his initial consultations. During the last week of October, Mr. Lane addressed Foreign Service national employees from 14 posts, on problems and prospects in the area of services to U.S. citizens abroad. During October, JAMES L. WARD, director of the Citizens Emergency Center, traveled to Havana, to confer with U.S. personnel, and visited U.S. citizens held prisoner in Cuba. He also met with some of their families. Mr. Ward visited the U.S. embassy in Nassau, conferring with Bahamian, U.S. customs and immigration officials. ANN COVINGTON and CLYDE BISHOP have joined the staff of the Citizens Emergency Center. ☐

East Asian and Pacific Affairs

Assistant Secretary JOHN H. HOLDRIDGE participated in the Secretary's bilateral meetings with Asian leaders, at the UN General Assembly, September 20–25. On September 29, he briefed the House Judiciary Subcommittee on refugees. On Oct. 2, he participated in the U.S. Asia Institute Conference, at the Department. On October 5–6, he participated in the visit to Washington of Korean FOREIGN MINISTER LHO. On October 16, he participated in the visit to Washington of Chinese Vice Premier FANG YI. On October 20, Mr. Holdridge spoke at a luncheon meeting, at the Department of Commerce, to the Advisory Committee on East-West Trade. On October 26, he spoke to the Canadian Institute of International Affairs, at the Department. On October 28, the assistant secretary addressed a dinner meeting of the Japan Society of Japan, on "Japan and the United States—A Durable Relationship." From October 28–30, he participated in the visit to Washington of Chinese Foreign Minister HUANG HUA. From November 2–8, Mr. Holdridge participated in the U.S.-Association of Southeast Asian Nations conference on economic, political and security issues, in Bali, Indonesia. He also visited Jakarta, Singapore and Kuala Lumpur, to meet with government officials and consult at the U.S. embassies. From November 11–12, he participated in a conference in Medford, Mass., sponsored by the Fletcher School of Diplomacy and the Council of Foreign Relations.

Deputy assistant secretary ANTHONY C. ALBRECHT participated in the U.S.-Asia Institute conference on "U.S.-Asia Economic Relations: Policies and Prospects," in the Department. From October 10–14, he accompanied Secretary of Agriculture JOHN BLOCK to Korea, and addressed the East Asia agricultural attache conference in Seoul. From October 15–17, he consulted on the Cancun summit with People's Republic of China officials, in Beijing. Mr. Albrecht addressed members of the U.S.-Korea Economic Council, in New York, October 19. From October 22–23, he participated in a Cornell University seminar on "The Economic Basis of Political Relations in Northeast Asia." On November 12, he participated in the Harvard-East Asia Conference on Japan and the Pacific, in Cambridge, Mass.

CANBERRA, Australia—At awards ceremony, from left: ***Bruce Hoff, Robert Way, Robert Kegley, David Noack, Carrie Ullman,*** **Ambassador** ***Robert D. Nesen, Richard Dorham, Steven Newberg, Jill Blake, Thomas Steel.***

WILLIAM PIEZ, director of the Office of Economic Policy, and MICHAEL MICHALAK, economic/commercial officer in that office, attended the Asian-Pacific Chamber of American Commerce meeting, in Jakarta, October 22–25. Mr. Piez also accompanied Secretary of Commerce MALCOLM BALDRIGE to Japan, October 25–28, and to Korea, October 28–30.

From the Office of Chinese Affairs, WILLIAM F. ROPE JR., director, participated in a panel at the Army War College, Carlisle Barracks, Pa., December 1. Deputy director SCOTT HALLFORD briefed the senior development course of CIA, September 23. On October 1, DENNIS HARTER, deputy director for political affairs, traveled to Seton Hall University to brief ARCHBISHOP GARITY and the Seton Hall University president prior to their trip to China. International economist RUTH GOLDBERG left the desk, October 2. She resigned to work for a private firm involved in trade with China and other Asian countries. CONRAD BELLAMY, systems information officer, attended the mini-conference on consular issues, in Hong Kong, November 12–13, following a trip to China for discussions with embassy and consulate personnel. TERRY OTIS, political deputy chief, spent two weeks in China at the end of September, to review political-military matters. Country officer JOHN SCHULZE departed

PARAMARIBO, Suriname—President *Chin A Sen* opens U.S. pavilion at national trade fair. Ambassador *John J. Crowley Jr.* is on his right.

for China, October 7, to look into visa matters and building problems at Embassy Beijing and Consulate General Hong Kong. AMBASSADOR ARTHUR HUMMEL was on consultations in Washington, October 25–Nov. 3, coinciding with a visit by Chinese Foreign Minister/Vice Premier HUANG HUA. RICHARD W. MUELLER, economic deputy chief, accompanied Treasury SECRETARY REGAN to Beijing, for the annual meeting of the U.S.-China Joint Economic Committee, the week of November 15. ☐

Economic and Business Affairs

Assistant Secretary ROBERT HORMATS, Ambassador CHARLES F. MEISSNER (special negotiator for economic matters) and EDWARD W. LOLLIS accompanied PRESIDENT REAGAN, SECRETARY HAIG and other senior U.S. officials to the 22-nation International Meeting on Cooperation and Development, in Cancun, Mexico, October 22-23. Mr. Meissner's staff coordinated all substantive preparations for the summit, and other bureau offices contributed extensively to the preparation. In addition, Mr. Hormats discussed Cancun on Public Broadcasting's McNeil-Lehrer Report, October 15, and conducted several briefings on Cancun—at the Senate Foreign Relations Committee (October 7), Overseas Development Council (October 15), Foreign Press Center (October 15), a session of the Members of Congress for Peace through Law (October 28), Council on Foreign Relations (October 29), and the Congressional Staff Forum (October 30). Under Secretary MYER RASHISH, Mr. Hormats and several other economic officers gave an overview of U.S. trade policy in five days of hearings (October 28-November 3) before the House Ways and Means Subcommittee on Trade, chaired by Congressman SAM GIBBONS (D-Fla.). U.S. Trade Representative WILLIAM BROCK, Commerce Secretary MALCOLM BALDRIGE and Agriculture Secretary JOHN BLOCK testified at the hearings. Mr. Rashish presented the Department's policy statement, and Mr. Hormats discussed "Trade Agenda for the '80s". Other participants were deputy assistant secretaries HARRY KOPP (export control) and ELINOR CONSTABLE (export finance); BILL EDGAR, director, Office of International Trade (export development); and JOHN McCARTHY, director, Office of Investment Affairs (investment policy).

HARRY KOPP, deputy assistant secretary for trade and commercial affairs, and WILLIAM A. ROOT, director, Office of East-West Trade, attended bilateral discussions in Tokyo, Paris, London and Bonn (October 18-30) in preparation for a high-level coordinating committee meeting. Mr. Root also spoke at a seminar on "Export and Import Controls in East-West Trade," at Harvard University, November 2.

JAMES FERRER JR., acting deputy assistant secretary for transportation and telecommunications, led a U.S. delegation to London in early October for talks with the British government on airport user charges.

RICHARD BOGOSIAN, chief of the Aviation Negotiations Division, led a delegation to Taiwan, Malaysia and Thailand, October 5-12, and the Dominican Republic, October 26-30, for civil aviation negotiations.

TODD STEWART, director of the Office of Maritime and Land Transport, headed the U.S. delegation to the October 26-30 meetings of the Maritime Transport Committee of the Organization for Economic Cooperation and Development and its special group on international organizations, which Mr. Stewart chairs. The meetings continued the committee's examination of problems in the maritime trades among member countries of the Organization for Economic Cooperation and Development, and mapped out possible approaches for meetings of the UN Conference on Trade and Development on dry bulk shipping and conditions for ship registration. Mr. Stewart also spoke, October 9, at the Stanford Business School on maritime regulatory policy and its relationship to international trade. STEPHEN M. MILLER of the office represented the United States at the September 22-23 meeting of the working group on maritime statistics of the Organization for Economic Cooperation and Development. The group is discussing ways member states can make their statistics on seaborne trade more accurate and compatible.

The director of the Office of International Commodities, ANN HOLLICK, presented a paper on the potential contribution of seabed mining to U.S. mineral supplies, to a symposium on the law of the sea, sponsored by the American Enterprise Institute, October 19. She was accompanied by RAY MEYER of the office. Mr. Meyer also participated in a session of the Underwater Mining Institute, in Madison, Wisc., October 20-22, where newly-discovered polymetallic sulphide deposits were discussed.

JOHN BARCAS, chief, Tropical Products Division, represented the Department at the annual general meeting at the International Institute for Cotton, and the plenary of the International Cotton Advisory Committee, held concurrently in Lisbon, October 21-November 1. Both meetings addressed creating an international commodity body eligible for association with the second account of the Common Fund. The membership of both organizations decided to await further action in the UN Conference on Trade and Development before making a decision to utilize existing cotton organizations for this purpose.

DAVID WILSON, assistant chief of the Industrial and Strategic Materials Division, served as alternate U.S. representative to the November 15-17 meeting of the International Tin Council, in Kuala Lumpur. The session reached agreement on a modest 6.85% increase in the council price range for tin, which had been frozen for some 18 months. Mr. Wilson remained in Kuala Lumpur to attend the November 19-23 fifth world conference on tin, which brought together some 350 participants from major tin-producing and consuming countries. Among the U.S. speakers at the conference was General Services Administration commissioner ROY MARKON, who addressed the sensitive issue of tin disposals from the U.S. national defense stockpile.

ATHENS, Greece—At awards ceremony, from left, first row: ***Constantinos Sittas, Evnomia Patea, Panagoula Haralambous, Dionysia Pistikou, Niki Maistrou, Dimitri Nicolis.*** **Second row: chargé** ***Milton Kovner, George Bayas, Haralambos Dedes, Elsa Spartioti, John Petrakis.***

The chief of the Food Programs Division, MIKE GOLDMAN, participated in the U.S. delegation to the 12th meeting of the Committee on Food Aid Policies and Programs, the policy arm of the World Food Program. The committee agreed on a food aid pledge target of $1.2 billion for the 1983-84 World Food Program biennium, compared with the current target of $1 billion.

Employees recently entering on duty in the bureau included JUDITH E. MEYER, Office of Maritime and Land Transport, and GALE CURTIS, Planning and Economic Analysis Staff. ☐

European Affairs

Assistant Secretary LAWRENCE S. EAGLEBURGER chaired the October 26 meeting of NATO's Special Consultative Group, on arms control involving theater nuclear forces. Included in the U.S. delegation to the group meeting were acting deputy assistant secretary DAVID C. GOMPERT and AVIS BOHLEN and WILLIAM F. MENOLD JR., Office of European Security and Political Affairs. Mr. Eagleburger also traveled to Munich, Sofia, Budapest, Bucharest, Belgrade and Bonn, October 13-29. He addressed the North Atlantic Assembly in Munich, and participated in the ceremonies commemorating the 1300th anniversary of Bulgarian statehood, in Sofia.

On October 22, deputy assistant secretary H. ALLEN HOLMES headed the U.S. delegation in consultations on Europe with Japanese officials from Tokyo and the Japanese embassy, which were held in the Department. Mr. Holmes also visited Reykjavik, Copenhagen, Stockholm, Helsinki, Oslo and London, October 26-November 6, for consultations with embassy staff and discussions with host government officials. In Oslo, he led the U.S. delegation that participated in the annual U.S.-Norwegian consultations on Svalbard and the northern areas. His deputy for policy, MARK PALMER, spoke recently to the Boston World Affairs Council and the Time Business Executives News Tour, on U.S. relations with western and eastern Europe and the Soviet Union.

Ambassador HARRY E. BERGOLD JR., Hungary, was in the Department for consultations, November 7-14. Ambassador JOHN LOUIS, United Kingdom, was in the Department for consultations, November 9-10. Ambassador JACK MATLOCK arrived in Prague to assume his new duties on November 3. Deputy chief of mission RICHARD W. BOEHM, Ankara, was in the bureau on consultations, October 8-20.

JOHN R. DAVIS JR. has assumed his duties as director of the Office of Eastern European Affairs, replacing PETER S. BRIDGES, who is assigned to Rome as deputy chief of mission. ROBERT W. FARRAND, deputy director, Office of Eastern European Affairs, attended the NATO experts meeting in Brussels, October 19-23. Mr. Farrand also visited U.S. embassies in Warsaw and Belgrade, and the U.S. consulate in Zagreb. RONALD J. NEITZKE, Czechoslovak desk officer, Office of Eastern European Affairs, was in Zurich, October 14-17, for U.S.-Czechoslovak gold claims negotations.

ROBERT L. FUNSETH, director, Office of Northern European Affairs, visited posts in Brussels, The Hague, Oslo and London, October 25-November 6. In Oslo, he also participated in the consultations with the Norwegians. C. MICHAEL KONNER, country officer for Iceland, Norway and Denmark, visited Oslo, Copenhagen and Reykjavik, November 1-14, for consultations with posts.

VLADIMIR LEHOVICH, deputy director of the Office of European Security and Political Affairs, attended the November 20-21 ministerial meeting of the NATO nuclear planning group, in Gleneagles, Scotland. ERIC REHFELD, special assistant in the office, participated in the senior NATO logisticians conference, at NATO headquarters in Brussels, during the week of October 12. JOHN H. KING, officer-in-charge of the Defense Policy Section of the Office of European Security and Political Affairs, traveled to Madrid, November 2-7, for consultations. Lieutenant Colonel JOSEPH D. HALGUS, also of that office, accompanied a congressional staff delegation to Brussels, Bonn and Munich, October 3-10. The purpose was to familiarize the staff delegation with NATO defense efforts and the NATO Rationalization, Standardization and Interoperability Program.

JAMES A. WILLIAMS, Turkish desk officer, Office of Southern European Affairs, traveled to Ankara, Istanbul, Izmir, Adana, Athens, Nicosia, Bonn and Brussels for consultations, September 12-October 2. DIANNE B. McCLELLAN, Aegean special projects officer, Office of Southern European Affairs, traveled to Cyprus, Turkey and Greece for consultations, September 3-26. EDWARD B. O'DONNELL, Office of Central European Affairs, traveled to Bonn, Heidelberg and Stuttgart for discussions on U.S. forces issues, October 26-30. THEDA KETTLER, HELENA STURDIVANT and ROBIN WALLACE have joined the staff of the Office of Central European Affairs. □

Human Rights and Humanitarian Affairs

Acting assistant secretary STEVE PALMER participated in the 10th Inter-American Congress of Philosophy, at Tallahassee, Fla., October 18-20, and the bureau's South American expert, RAY JORGENSON, attended the Congress October 20-23. Mr. Palmer addressed the group on "Human Rights and U.S. Foreign Policy," and participated in a panel discussion on the subject. He held a press conference for 25 media representatives, and was interviewed by WTAL Radio, where he participated in a talk show. His visit to Tallahassee included an exchange of views with JOSEPH THOMAS of GOVERNOR GRAHAM's staff regarding migration and asylum matters. On behalf of the Secretary, Mr. Palmer also participated in the October 24-25 sessions of the board of governors of the American Red Cross.

Acting deputy assistant secretary PETER SARROS was alternate U.S. representative at the annual meeting chaired by the UN High Commissioner for Refugees, in Geneva, October 7-15, where participants discussed several issues regarding political asylum. LARRY ARTHUR, chief of the bureau's asylum unit, also attended the meeting. Mr. Sarros and RICHARD SCHIFTER, a consultant to the bureau, attended the Council of Europe's conference on "Latin America: The Challenge of Human Rights," in Madrid, October 16-18. □

Inspector General's Office

The inspector general, ROBERT H. BROWN, JR., with other subcabinet-level officers, was invited to breakfast with PRESIDENT REAGAN at the White House, where he had private exchanges with other inspectors general. Mr. Brown also attended a recent meeting of the President's Council on Integrity and Efficiency. He participated in the council's conference at Quantico, Va., where EDWIN MEESE III, counselor to the President, spoke.

Deputy inspector general RICHARD K. FOX traveled to Dakar, in November, as supervisor of the team for the conduct-of-relations inspection of Mali, Mauritania, Niger, Senegal and Upper Volta. CAROL LIGHT, Office of the Legal Adviser, who is responsible for the legal work of the inspector general, now participates as a full member on the Committee on Waste, Fraud and Mismanagement, which is chaired by the Inspector General.

DAVID R. THOMSON, along with STEPHEN F. McNEILL, undertook a compliance follow-up review of the last inspections of the missions in Oslo, Stockholm, and Rome. RICHARD J. DOLS, chief of coordination and review, recently welcomed GREGORY L. McLERRAN to his staff, as the new compliance officer. VERONICA TURNER of the secretarial staff completed a two-week detail to the U.S. mission to the United Nations, during the recent General Assembly session. □

Intelligence and Research

HUGH MONTGOMERY assumed the position of director of the bureau, October 19, succeeding RONALD SPIERS, who is the new chief of mission in Pakistan.

CAROL EDLER BAUMANN, deputy assistant secretary for assessments and research, spoke on international terrorism to the World Affairs Council of Inland California, and the San Diego World Affairs Council, in September. During this same period she addressed the Los Angeles World Affairs Council and the Cleveland World Affairs Council, on intelligence and analysis in the formulation of U.S. foreign policy. In October, Ms. Baumann conducted briefings and gave a series of talks in Brussels, Hamburg, Madrid and Barcelona, on international terrorism. In addition, she was a participant in the Committee on Atlantic Studies sessions in Courmayeur, Italy, October 8–11.

GEORGE S. HARRIS, director of the Office of Analysis for the Near East and South Asia, and DAVID E. LONG, Near East Division chief, attended the Middle East Studies Association conference in Seattle, November 5–6. Mr. Harris also traveled to Egypt, Sudan, Saudi Arabia and Oman, to consult with U.S. embassy and host government officials, September 13–October 6. Mr. Long addressed the Jewish Federation of Central New Jersey, on AWACS, October 15. He also spoke on the AWACS issue during a lecture trip to Houston and Dallas, October 18–20. WALTER K. ANDERSEN, India analyst in the South Asia Division, gave a talk on INDIRA GANDHI, at the Milwaukee Institute of World Affairs, October 13. He also participated in the Middle Atlantic annual conference of the Association of Asian Studies, at the University of Maryland, October 17–18.

The director of the Office of Analysis for Western Europe, H. DONALD GELBER, spoke on U.S.-European relations to students and faculty at Slippery Rock State College, Pa., November 10. He was a participant in the follow-up to the European-American Institute for Security Research workshop, on NATO's southern flank, at the Carnegie Endowment, October 26. He addressed participants in the Department's European Scholar-Diplomat Program, October 22. HUGH DE SANTIS, special assistant for political-military affairs in the office, lectured on European security, at the Foreign Service Institute, November 6. MICHAEL PARMLY and JAMES EHRMAN, analysts in that office, attended a colloquium on "Consequences for Latin America of Spanish and Portuguese membership in the European Community," at the Woodrow Wilson Center, October 26.

An orientation was held for all newcomers to the bureau, the afternoons of November 2–3. An informal orientation/discussion took place November 6, with the bureau's work-study interns participating. □

Inter-American Affairs

Ambassador to Uruguay THOMAS ARANDA JR., arrived, November 3, in Montevideo, with his wife, Shirley, and two children. He presented his credentials November 5. Deputy assistant secretary STEPHEN W. BOSWORTH and ROBERT B. MORLEY, acting director, Office of Policy Planning and Coordination, visited Brussels and London, October 12–16, for consultations with NATO, European Community and British officials, on developments in Latin America, with special emphasis on the Caribbean basin initiative. GEORGE F. JONES, director, Office of Regional Political Programs, visited Maxwell Air Force Base, Montgomery, Ala., November 5, to address the 1982 Air War College class, on "U.S. Policy, Interests and Challenges in Latin America." He accompanied Under Secretary JAMES L. BUCKLEY on a visit to Jamaica, November 9–10, to consult with embassy officials on foreign assistance programs. ☐

International Narcotics Matters

Assistant Secretary DOMINICK L. DiCARLO and deputy assistant secretary CLYDE D. TAYLOR succeeded during an October 7-22 trip in advancing narcotics control objectives in Italy, Turkey, Austria and the Federal Republic of Germany, as well as with the three international drug control organizations in Vienna, the bureau reported. Discussions with Italian ministers of interior, health and justice focused on Italy's abuse and treatment, enforcement actions against heroin laboratories and traffickers, and collaboration with Balkan nations. Cooperation with the Vatican's Council of the Family was explored with CARDINAL KNOX. Discussions in Turkey, an illicit drug transit country to which the bureau provides enforcement assistance, involved ministers of foreign affairs, commerce, customs and monopolies, and the heads of the Jandarma and the Turkish national police. Discussions with UN and German officials provided for information exchange and coordination of bilateral and multilateral drug control programs in producing countries. Meetings included sessions with the Berlin Narcotics Task Force and a European council on drug abuse and treatment of U.S. military personnel.

During October 26-28, RUDY G. HALL, commodity management specialist, Office of Global Strategy and Support, performed an aviation survey in El Salvador for AID and the Comision Ejecutiva Hidroelectrica del Rio Lempa. The survey recommendation for a commercial flying service contract for helicopter assistance in the placement of electrical line towers in difficult terrain is now being implemented.

The bureau's newest member is DAWN ALLENBACH, who transferred from the Bureau of International Organization Affairs. Ms. Allenbach is a secretary in the Office of the Controller/Executive Director. ☐

BRASILIA— An apparent "first"—a cease-fire negotiated by international telephone—is the achievement of these four diplomats, shown after they helped here to settle a boundary dispute between Peru and Ecuador earlier this year. From left: Ambassadors *Robert M. Sayre*, United States, and *Fernando Zegers*, Chile; *Joao Clemente Baena*, secretary general, Brazilian foreign ministry; Ambassador *Oscar Camilion*, Argentina. The nations represented by the four are guarantors of a 1941 Peru/Ecuador treaty. The diplomats swung into action, using a satellite hookup to the two nations, when hostilities broke out.

International Organization Affairs

On October 30 PRESIDENT REAGAN announced the nomination of this bureau's assistant secretary, ELLIOTT ABRAMS, to the position of assistant secretary of state for human rights and humanitarian affairs. Mr. Abrams was to resign the first position effective upon his assumption of the new position. On November 5, he spoke to the American Jewish Committee, in Washington, on U.S. participation in the United Nations and its specialized agencies. He addressed the American Enterprise Institute's seminar on the New World Information Order, November 24.,

Senior deputy assistant secretary NICHOLAS PLATT spoke, October 27, to the American Society of Newspaper Editors on information issues in UNESCO. He attended meetings in Ditchley, England, on the prospects for an independent Namibia, November 4-8. Mr. Platt also participated in a conference, November 11-13, at Tufts University on "ASEAN—Today and Tomorrow." Deputy assistant secretary GORDON STREEB attended the Food and Agriculture Organization's 80th council session and the 21st Food and Agriculture Organization conference, where he served as alternate delegate, November 2-13, in Rome.

DOUGLAS McELHANEY, Office of UN Political and Multilateral Affairs, accompanied Assistant Secretary CHESTER CROCKER on the Namibia Contact Group mission to southern Africa, October 27-November 8. JOHN L. MARTIN, officer-in-charge for arms control, outer space and ocean affairs, Office of UN Political and Multilateral Affairs, participated in a law-of-the-sea seminar sponsored by the American Enterprise Institute, October 19. ROBERT FILBY, Office of UN Political and Multilateral Affairs, served as an adviser to the U.S. mission to the UN General Assembly, on consideration of charter review and peaceful settlement of disputes, October 26-30. BRENDA JONES, secretary in the office, worked as a secretary for the U.S. mission to the UN General Assembly, November 30-December 11. JULIE KRAGH, from the University of Nebraska, served as an intern in the office, September 11-December 16.

NEW DELHI, India—Chargé *Arthur K. Blood* and *Mrs. Blood* get farewell salute on eve of his transfer to Washington.

Senate confirmation hearings for the ambassador-designee to UNESCO, JEAN GERARD, were held October 27. She was confirmed on November 6 and sworn in as ambassador on November 13. She met with the director general of UNESCO, AMADOU MAHTAR M'BOW, in New York, October 30. She was accompanied by DAVID ROWE, director of the Office of UNESCO Affairs, and JOHN KRIENDLER, political officer, U.S. mission to UNESCO, Paris. DANIEL J. PHILLIPS, director of the Office of Communications and UNESCO Affairs, and WILLIAM G. HARLEY, communications consultant to the U.S. National Commission for UNESCO, met with government officials and private media representatives during their visits to Mexico City, Caracas and Lima, November 5-11.

CONSTANTINE WARVARIV, agency director for transportation and communications, headed the U.S. delegation to the fourth session of the World Tourism Organization assembly, in Rome, September 14-25.

Ambassador JAMES STROMAYER, U.S. Government coordinator, UN conference on New and Renewable Sources of Energy, gave speeches to energy policy groups in Minneapolis, November 17, and Missoula, Mont., November 18, and represented the Department at a renewable energy conference in Seattle, November 19-20, sponsored by the UN Development Program and the Seattle Metro Center YMCA.

Administrative officer LARRY G. MILLSPAUGH and conference documents officer CAROLE MEDEIROS, of the Office of International Conferences, departed Washington, November 3, for Rio de Janeiro, Brazil. They were to assist the U.S. delegation to the International Telecommunications Union multifrequency broadcasting conference.

JOHN RALEIGH has resigned from the Office of UN System Administration. He has been replaced by DOMENICK IACOVO, who has transferred from the Office of the Comptroller. BEVERLY ZWEIBEN, from the Office of the Secretary, has transferred to the Office of Human Rights Affairs. FRANK GRAY HANDLEY has been assigned to the Office of Technical Specialized Agencies. MARY WOOD has transferred from the Bureau of Administration to the Office of UN Political Affairs. LINDA STEWART, from the Bureau of Inter-American Affairs, and SHELL SHUBROOKS, from the Bureau of Economic and Business Affairs, have joined the Office of UN System Administration. ☐

Legal Adviser's Office

RONALD BETTAUER, assistant legal adviser for nuclear affairs, accompanied Assistant Secretary JAMES MALONE for discussions on nuclear matters, in Beijing, September 17-18, and in Seoul, September 21. Mr. Bettauer authored, with former deputy legal adviser MARK FELDMAN, an article on the D.C. Court of Appeals decision holding that further environmental review was not required prior to licensing by the Nuclear Regulatory Commission of a nuclear reactor export for the Philippines. The decision appeared in IV Legal Times of Washington 12 (September 7, 1981). Mr. Bettauer also gave talks on recent developments in U.S. international policy for atomic energy, the international convention on the physical protection of nuclear material, and the proposed international convention on nuclear safety cooperation and mutual emergency assistance to the American Law Institute-American Bar Association course of study on atomic energy licensing and regulation, in Washington, September 24-26.

SCOTT GUDGEON, acting assistant legal adviser for inter-American affairs, participated in the fourth meeting of the binational Panama Canal Consultative Committee, in Washington, October 27-29. THOMAS T. F. HUANG, acting assistant legal adviser for international claims, was in Tegucigalpa, Honduras, September 28-October 2, on claims matters. MARY E. McLEOD, attorney-adviser for oceans and international environmental and scientific affairs, attended a preparatory meeting for entry into force of the convention on the conservation of Antarctic marine living resources, in Hobart, Tasmania, September 10-24. JOHN ARBOGAST, attorney-adviser for nuclear affairs, was a member of the U.S. delegation which met with government of India representatives, in New Delhi, July 30-31, and in Washington, November 12, to discuss U.S.-India nuclear cooperation. He also attended the nuclear weapons orientation course at Kirtland Air Force Base, N.M., August 31-September 4. EILEEN MALONEY has joined the bureau as secretary to the legal adviser, and ANTHONY SALVIA as the new staff assistant. NANCY GOLDEN joined the staff of the assistant legal adviser for law enforcement and intelligence, as a secretary. The following new attorneys have joined the office: STEVEN ASHER, RICHARD ELLIOTT, GEOFFREY LEVITT and JOHN LANGE. ☐

Near Eastern and South Asian Affairs

Assistant Secretary NICHOLAS VELIOTES addressed the Asia Society in Washington, October 14, discussing U.S. policy toward South Asia. On October 22, Mr. Veliotes traveled to Houston, Tex., where he spoke before the National Commission of the American Jewish Committee. After meeting with members of the World Trade Association of Houston, October 23, Mr. Veliotes proceeded to New Orleans, where he addressed the annual board of directors dinner of the International Trade Mart.

On October 22, deputy assistant secretary JOSEPH TWINAM spoke to members of the National Council of World Affairs Organizations, in the Department. Deputy assistant secretary PETER CONSTABLE addressed the Department conference for editors and broadcasters, October 29. Deputy assistant secretary MORRIS DRAPER discussed a variety of Mideast issues with members of the Boston World Affairs Council's Ambassadors Council, during a Department meeting October 27.

In preparation for his posting as ambassador to India, HARRY BARNES, accompanied by DAN WATERMAN, economic officer for India, traveled to New York, Houston, Dallas, Chicago and Los Angeles, to meet with firms engaged in business with India.

On October 18, ROBERT PELLETREAU, director of the Office of Arabian Peninsula Affairs, addressed the Young Leadership Section of the United Jewish Appeal, at an area meeting. EDWARD L. PECK, director, Office of Egyptian Affairs, traveled to Los Angeles, Santa Clara and Reno, October 23-October 29, for television and radio interviews, discussions with students and faculty at the University of Nevada, and to present a lecture at the Kenna Club in Reno. GEORGE B. LAMBRAKIS, director, Office of Regional Affairs, attended the NATO Middle East experts conference, in Brussels, September 21-24. Prior to his return to the Department, Mr. Lambrakis consulted at Embassies London and Paris.

QUINCEY LUMSDEN, deputy director, Office of Arabian Peninsula Affairs, recently completed consultations at Embassies Muscat, Kuwait, Doha, Manama, Abu Dhabi and Jidda. ROGER MERRICK, deputy director, Office of Arabian Peninsula Affairs, spoke about U.S. policy toward the Persian Gulf, before a class from the Air War College, October 16. Mr. MERRICK discussed overall Mideast policy before members of the Jewish Welfare Federation of Metropolitan New Jersey, at a White House meeting. On October 25, MARGARET DEAN, desk officer for Bahrain, Qatar and the United Arab Emirates, spoke to students in continuing education from Catholic University. The Office of Arabian Peninsula Affairs welcomed DAVE PATTERSON as deputy director for Saudi Arabia and Yemen, replacing Mr. Merrick, whose new assignment is at Riyadh, as principal officer. On October 15, WILLIAM KIRBY, deputy director, Office of Israeli and Arab-Israeli Affairs, spoke to members of the Jewish Welfare Federation of Milwaukee, at a Department meeting. ROBIN RAPHEL, economic-commercial officer for Israel, addressed the Daughters of the American Revolution, Fort Severn, Maryland Chapter, in the Department, October 20. TED CUBBISON, political officer for Israel, discussed U.S. Mideast policy with students in continuing education, from Andrews Air Force Base. ERNESTINE HECK, desk officer for Afghanistan, traveled to Massachusetts, October 14-15, meeting with students and faculty at Harvard and Fletcher Universities.

Ambassadors recently consulting in the bureau included: RICHARD N. VIETS, from Jordan; JOSEPH V. REED, newly-appointed to Morocco; and MICHAEL E. NEWLIN, newly-appointed to Algeria. ☐

SINAI SUPPORT MISSION

WALTER COSTELLO, controller, joined the staff in October, on reimbursable detail from AID. The field mission's chief of operations, ROBERT SMITH, and administrative assistant, JESSICA MONK, completed their tours of duty and returned to the Department on reassignment. ☐

Oceans and International Environmental and Scientific Affairs

On October 20, Assistant Secretary JAMES L. MALONE opened the reciprocating states meeting in the Department. Countries participating were France, the United Kingdom and the Federal Republic of Germany. On October 22, Mr. Malone testified before the Oceanography Subcommittee of the House Merchant Marine and Fisheries Committee, on law of the sea. On October 26, he met with SIGVARD EKLUND, director general of the International Atomic Energy Agency. Mr. Eklund was in Washington for a series of farewell calls. He is to retire this month after 20 years at the agency. On October 27, Mr. Malone traveled to the U.S. mission to the United Nations in New York, to hold law-of-the-sea and nuclear meetings. On October 28, he addressed the American Enterprise Institute and the Canadian Institute of International Affairs, at a joint meeting in Washington, on "U.S. Policy on Transboundary Air Pollution." On November 3, he opened the law-of-the-sea advisory meeting at the State Department. On the same day he also consulted with the Moroccan minister of energy and mining resources, MOUSSA SAADI, regarding new energy developments. On November 9, Mr. Malone opened the session of the Joint Coordinating Committee of the U.S.-Japan Environment Cooperative Agreement, at the Department. On the same day, he hosted a luncheon for LEE CHUNG OH, Korean minister of science and technology, who was in Washington at the official invitation of the under secretary for security assistance, science, and technology. On November 10, Mr. Malone addressed the chemical subcommittee of the U.S./Business and Industry Advisory Committee, in Washington, on "Industry-Federal Cooperation on Chemical-Related Issues." On November 12, he participated in a seminar organized by the Congressional Research Service on science and technology and foreign affairs. On the same day he held bilateral nuclear talks with the Indian chairman of the Atomic Energy Commission, HUMI SETHNA, and the Indian ministry of external affairs secretary, ERIC GONSALVES, regarding the future of U.S./Indian nuclear cooperation. On November 18, Mr. Malone met with the Spanish minister of industry and energy, IGNACIO BAYON MARINE, to discuss nuclear energy issues. On November 19, Mr. Malone addressed the Ocean Policy Committee in Washington regarding the status of our law-of-the-sea negotiations. BRIAN HOYLE, on detail from the National Oceanic and Atmospheric Administration, assumed the duties of special assistant to Mr. Malone, on October 16.

On October 29, principal deputy assistant secretary HARRY R. MARSHALL JR. presented the administration's views and recommendations to the House Foreign Affairs Committee regarding the recently-negotiated agreements with Japan, permitting the reprocessing of spent U.S. nuclear fuel, at the Japanese facility at Tokai-Mura. Mr. Marshall was accompanied by HAROLD BENGELSDORF from the Department of Energy, who also testified. In addition to the executive branch views, the committee received statements from members of the Nuclear Regulatory Commission. That hearing continued on November 4, and further executive branch views were provided by acting deputy assistant secretary JOHN BORIGHT. Mr. Marshall and Mr. Boright had represented the U.S. Government in the negotiations of the agreements with Japan providing for such reprocessing, in accordance with the U.S.-Japan agreement for nuclear cooperation. The agreements were signed October 30 during a ceremony in the Department. Under Secretary RICHARD KENNEDY signed on behalf of the U.S. Government. Mr. Marshall traveled to the southern cone of Latin America during the week of November 1. In Santiago he met with under secretary ERNESTO VIDELA, director general FERNANDO ZEGERS, and other representatives of the Chilean ministry of foreign affairs. The primary purpose of the visit was to discuss law-of-the-sea and nuclear cooperation matters. In Buenos Aires, Mr. Marshall met with Admiral CASTRO-MADERO, chairman of the Argentine Atomic Energy Commission, and other members, to discuss non-proliferation matters. Mr. Marshall led the U.S. delegation to the UN Environment Program senior-level meeting on environmental law, in Montevideo. Thirty nations participated in this meeting, to establish a framework, methods and program for the development and periodic review of environmental law, and to contribute to the preparation and implementation of the environmental law component of the UN system-wide medium-term environment program. At the conclusion of the meeting, a report was adopted by consensus, to be forwarded to the UN Environmental Program.

Ambassador RICHARD E. BENEDICK, coordinator of population affairs, spoke on population growth and U.S. national policy before the Central Intelligence Agency's senior officer development course, October 16. On October 23, he delivered an address on "Population Growth, Refugees, and Immigration," at a media roundtable on world issues sponsored, in Houston, by the United Nations Association of the United States, and the Institute of International Education. Joining Mr. Benedick in leading the discussion was JOHN KAREFA-SMART, former foreign minister of Sierra Leone and, currently, visiting professor at Howard University. On October 26, Mr. Benedick held consultations at the Rand Corp., in Santa Monica, concerning ongoing and prospective population research. On the same day, he was interviewed in Los Angeles on the international response to world population growth, and the findings of the population research mission to China, which Mr. Benedick led last April. JOHN M. YATES, Office of the Coordinator of Population Affairs, consulted with embassy officials and representatives of the UN Fund for Population Activities, on population matters, in Zimbabwe, Swaziland, South Africa, Kenya, Rwanda, Mauritius, India, Thailand, and Bangladesh, during October.

JAMES A. STORER, director, Office of Fisheries Affairs, attended the meeting of the executive committee of the International Center for Living Acquatic Resources Management, in Manila, October 21-24. En route back to Washington, he stopped in Tokyo for consultations with the regional fishery attache in Tokyo, and also with officials of the ministry of foreign affairs and the Japan fisheries agency. BRIAN HALLMAN, Office of Fisheries Affairs, attended the annual meeting of the International Commission for the Conservation of Atlantic Tunas, November 11-18, in Tenerife, Canary Islands. CHRISTINE DAWSON of the office attended the annual meeting of the International North Pacific Fisheries Commission, in Vancouver, British Columbia, November 2-6.

NORMAN A. WULF, director, Office of Marine Science and Technology Affairs, attended the Law of the Sea Institute's 15th annual conference, in Honolulu, October 5-9. LEE R. STEVENS of the office attended the annual meeting of the Research Vessel Operators' Council, in Beaufort, N.C., October 15-16. WILLIAM ERB of the office attended the California Cooperative Oceanic Fisheries Investigations Conference, in Idyllwild, Calif., October 27-29, and the Eastern Pacific Ocean Conference, October 29.

Joining the staff of the Office of Ocean Law and Policy were SALLY A. MEESE and PHILIP P. SCHOL. OTHO E. ESKIN spoke before the American Mining Congress mining convention, in Denver, September 30. He also spoke before the Law of the Sea Institute's 15th annual conference in Honolulu, October 6.

ELLIE STEINBERG, acting director, Office of Export and Import Control, attended the Department of Energy's annual uranium industry seminar and the Nuclear Assurance Corp. colloquium in Grand Junction, Colo., October 22-24. A principal topic was prospects for a possible renewed embargo on imports of foreign uranium for use in domestic utilities. JOHN DARDIS, Office of Export and Import Control, attended meetings in Charlottesville, Va., on the status of conversion of U.S. research reactors to lower enriched fuels. The meetings were attended largely by U.S. fuel manufacturers and reactor operators. □

Personnel

Director general JOAN M. CLARK and MYRA HOWZE SHIPLETT, associate director for Civil Service personnel, traveled to Ottawa and Montreal, November 2-5, to participate in an exchange of views with Canadian foreign ministry officials on the administration and management of the Canadian and U.S. foreign services, and of the respective headquarters departments. In addition, Miss Clark met with members of the embassy staff in Ottawa and the consulate general staff in Montreal. RICHARD T. KENNEDY, under secretary for management; THOMAS M. TRACY, assistant secretary for administration; and comptroller ROGER FELDMAN, were also participants in the exchange. □

Politico-Military Affairs

Director RICHARD R. BURT accompanied the Secretary on his appearance before the Senate Foreign Relations Committee, October 1 and 5, to testify on the AWACS sale to Saudi Arabia. On October 16 he appeared in Brussels with FRED IKLE, the under secretary of defense for policy, to brief the NATO permanent representatives on the U.S. Rapid Deployment Force. Mr. Burt testified, October 22, before a joint hearing of the House Subcommittees on Inter American Affairs and International Security and Scientific Affairs, on U.S. arms transfer policy toward Latin America. He appeared on WETA-TV, October 22, to discuss "Arms Sales to the Third World," and on the MacNeil-Lehrer Report, November 9, to outline U.S. strategy towards southwest Asia.

ROBERT D. BLACKWILL, principal deputy director of the bureau, conferred in London, October 21, with senior officials at the Foreign and Commonwealth Office, and spoke the same day on the administration's strategic force modernization decisions, at the International Institute for Strategic Studies. Deputy director LESLIE H. BROWN gave the keynote address, October 14, at the Defense Security Assistance Seminar, "Trends in Security Assistance," in Washington. JEREMY AZRAEL, senior adviser on Soviet affairs, spoke on "Domestic Determinants of Soviet Foreign Policy," at the Army War College, Carlisle, Pa., October 22. He later addressed the Aspen Institute's international symposium, on East-West relations in Berlin, on "Trends and Prospects in U.S.-Soviet Relations." The special assistant to the director, JED SNYDER, delivered a lecture at the U.S. Military Academy at West Point on "Nuclear Weapons Policy in Europe," at the invitation of the Social Sciences Department.

The Technology Transfer Assessment Staff opened October 1 under the lead of deputy director STEFAN HALPER and staff director WILLIAM C. RENNAGEL. This new staff will review the transfer abroad of civilian technology and data which have potential military uses.

ROBERT D. MANTEL, director of the Office of Security Assistance Special Projects, and EDWARD MALLOY, director of the Office of Nuclear Policy and Operations, conducted seminars on the administration's arms transfer and nuclear non-proliferation policies, at the Army War College, November 5. IRWIN PERNICK, deputy director of the Office of Security Assistance and Special Projects, delivered a speech on "State Department Perspective on Multinational Agreements," at the Defense Systems Management College, October 13. BRUCE MacDONALD traveled to Germany, October 4-10, for a conference on alliance security policy, jointly sponsored by Georgetown University and the Konrad Adenauer Foundation. JAMES B. BRUCE, a member of the faculty of the National War College, curently working with the Office of Strategic Nuclear Policy, participated in a symposium on U.S. Navy program issues in outer space, October 14-16, in Monterey, Calif. He also delivered the keynote lecture on national security policy, November 3, to the Reserve components national security course, sponsored by National Defense University, Los Alimitos, Calif. RICHARD OGDEN, director of the Office of Security Assistance and Sales, attended the security assistance conference of the commander-in chief, Pacific Command, October 27-29, and delivered the keynote speech. Mr. Ogden addressed the American Institute of Aeronautics and Astronautics on the administration's arms transfer policy, November 5. ARNOLD KANTER and JOHN GORDON, from the Office of Policy Analysis, participated in a conference on strategic command, control and communication, in Bedford, Mass., October 14. RICHARD CLARKE, deputy director of the Office of Policy Analysis, addressed a forum on nuclear disarmament, at Utica College, and appeared on local

TV, October 22, in Utica, N.Y. Mr. Clarke addressed a similar forum at the University of Connecticut, October 23. ☐

Public Affairs

The Office of Press Relations and the Office of Intergovernmental and Public Liaison (formerly the Office for State and Local Government Liaison) have been transferred to the Bureau of Public Affairs. **LYNDA DUNN**, reassigned from the Executive Secretariat, is now secretary to Assistant Secretary **DEAN FISCHER**.

Office of the Historian: To commemorate the 200th anniversary of the Battle of Yorktown, **LOUIS SMITH** prepared a 44-page pamphlet entited "Yorktown: Cornerstone of Independence." **NEAL PETERSEN, JOHN GLENNON, CHARLES SAMPSON** and **PAUL CLAUSSEN** went to Boston, September 28-30, to examine papers in the John F. Kennedy Library, for possible use in preparation of the "Foreign Relations of the United States" series. Acting historian **WILLIAM SLANY** participated in a meeting of the National Historical Public Records Commission, October 12. **DAVID PATTERSON** is teaching a course entitled "War and Peace," at the University of Maryland. **N. STEPHEN KANE**'s "The United States and the Development of the Mexican Petroleum Industry, 1945-1950: A Lost Opportunity" appears in the current issue of Inter-American Economic Affairs.

Office of the Opinion Analysis and Plans: **KAREN BRYFOGLE** has been reassigned to the Office of the Historian, and **RAYMOND FADEL**, has joined Public Affairs, coming from the Bureau of Economic and Business Affairs.

Office of Public Communication: **PHYLLIS YOUNG**, editor of the Department of State Bulletin, gave a general foreign policy briefing to a group from Wisconsin who were attending a 4-H convention in Washington. In the Correspondence Management Division, **ALLISON PLOTSKY**, writer-editor, has resigned. New employees in that division are **NATHEA COUSAR LEE**, clerk-typist, and **ANTHONY RUFFIN**, a student aide.

Office of Public Programs: **SUSIE TUCKER** has been reassigned to the Bureau of Consular Affairs. **ELAINE SMITH**, returned from overseas, has been assigned as chief of the Northern Division. ☐

Refugee Programs

On October 6 **RICHARD D. VINE**, former U.S. ambassador to Switzerland, joined the bureau as its new director. **ARTHUR E. DEWEY**, of the Office of the U.S. Coordinator for Refugee Affairs, represented the bureau at the UN High Commissioner for Refugees executive committee meeting, in Geneva, October 11-17.

JEROME HOGANSON, acting deputy assistant secretary for international programs, visited Jordan, the West Bank and Gaza, August 22-25, for an onsite review of UN Relief and Works Agency facilities and activities dedicated to providing educational, health and relief services to Palestinian refugees. He then attended the UN Relief and Works Agency advisory committee session in Vienna, August 27, and, with a Senate staff delegation, later reviewed the eastern Europe refugee situation in Austria. **MARY KAVALINUAS**, budget analyst in the Office of European and Near Eastern Refugees, also attended the UN Relief and Works Agency advisory committees meeting in Vienna, then traveled to Rome and Geneva for consultations on European refugee program issues. **PHIL CHICOLA**, Office of Latin American Refugees, attended the area consular conference in Miami in late September. While there, he visited the Immigration and Naturalization Service detention center, and met with several groups of local citizens concerned over refugee and migration issues. **JAMES KELLEY**, Office of African Refugees, attended a conference of the African Studies Association, in Bloomington, Ind., and served on a panel on African refugees. While in Indiana, Mr. Kelley visited resettlement sites for Ethiopian refugees in Fort Wayne.

LACY WRIGHT, director of the Kampuchean Working Group, traveled to Belize, Suriname and French Guiana, October 27-November 6, in connection with the possible resettlement in Belize and Suriname of Indochinese refugees. Mr. Wright was in Suriname on the occasion of discussions among the UN High Commissioner for Refugees, World Relief and the Surinamese government, on a project for resettling an initial 1,000 Indochinese refugees. In Belize, the government's offer to resettle Indochinese and Haitians was reviewed. Mr. Wright also visited French Guiana to evaluate two Hmong refugee settlements there. **JEFFREY MILLINGTON**, deputy director of the Kampuchean group, departed November 7 for a trip to Asia and Europe in connection with Kampuchean relief. During his trip, Mr. Millington talked with government and UN officials in Tokyo, Brussels and Rome about the continuation of the relief program next year. Mr. Millington also spent several days in Bangkok reviewing relief requirements with local relief officials.

JUNE WARD has been reassigned to the Office of Asian Refugees. Replacing Ms. Ward as staff assistant is **JANE BULLOCK**. **WILLIAM NENNO**, of the Office of Asian Refugees, retired October 30. ■

MADRID, Spain—Ambassador *Terence A. Todman* presents Meritorious Honor Award to departing budget and fiscal officer *Domonic Vallese*, right.

Personnel: Civil Service

Promotions

GS-3

Boarman, Dorothy F., Visa Operations, Office of Public and Diplomatic Liaison

Nash, Kimberly Beth, Office of the Comptroller, Payroll and Retirement Accounts Division

White, Donna V., Visa Operations, Written Inquiries Branch

GS-4

Arnold, Daniel Dean, Passport Office, Records Branch

Clark, Vancella R., Passport Office, Records Branch

Verkullen, Paula A, Economic and Business Affairs, East-West Trade

Winston, Brenda A., Office of Facilities Management and Administrative Services

GS-5

Carter, Eileen Kay, Office of Facilities Management and Administrative Services

Dobbs, Kathryn A., International Organization Affairs/UNESCO

Douglas, Betty J., Inter-American Affairs

Hertzberg, David Arnold, Intelligence and Research, Soviet Union and East Europe

Johns, Geraldine K., Office of the Comptroller, Payroll and Retirement Acounts Division

Perkins, Linda B., Bureau of Personnel, Office of Foreign Service Nationals

Winder, Clarence B., Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff

GS-6

Cooper, Karen Marie, Passport Office

Crippin, Pamela D., Office of the Comptroller, Payroll and Retirement Accounts Division

Dobyns Jr., Edward P., Office of the Comptroller, Financial Operations

Gourley, Margaret F., Intelligence and Research, Strategic Forces Division

Joseph, Elsie G., Office of Operations, Supply, Transportation and Procurement Division

Lathram, Layne C., European Affairs, Office of Security and Political Affairs

Reed, Katherine Louise, Office of Security, Miami Field Office

Rowe, Norma Page, Foreign Service Institute

Tucci, Antoinette M., Foreign Service Institute

Vanhook, Melvern, Consular Affairs

Wahab, Eloise L., Passport Office, Records Branch

GS-7

Allenbach, Dawn Marie, International Organization Affairs

Bacon, Barbara Ann, Foreign Affairs Information Management Center

Brown-Davis, Jacqueline L., Foreign Service Institute

McCullough, Clayton F., Passport Office, Miami

Pachon, Consuelo, Office of Protocol

Plaag, Gary Kenneth, Information Systems Office

Williams, Shirley Beck, Passport Office, Seattle

GS-8

Birkner, Linda K., Foreign Service Institute

Giesey, Janice F., Egyptian Affairs

Hartman, Steven G., Despatch Agency, Miami

Jackson, Sheila J., Bureau of Personnel, Operating Systems Division

Patten, Patsy J., Economic and Business Affairs, Office of East-West Trade

Phillips, Randolph S., Communications Center

Rubidoux, Clara S., Office of Legal Adviser, European Affairs

GS-9

Armstrong, Samuel, Passport Office, Houston

Chambers, Betty F., Foreign Affairs Information Management Center

Natale, Richard J., Office of Operations, Supply, Transportation and Procurement Division

Verner, Cheryl Gwen, Foreign Affairs Information Management Center

Watts, Linda S., Foreign Affairs Information Management Center

GS-10

Knott, Judy Lane, Office of Overseas Schools

Law Jr., Robert, Communications Center

Perry Jr., Ben, Communications Center

Svrcek, Sophie A., Office of Overseas Schools

GS-11

Boller, Barbara K., Public Affairs, Office of Public Programs

Ellquist-Bianchi, Stephani, Foreign Affairs Information Management Center

Evans, Linda Elaine, Office of the Comptroller

Ewasko, Stephanie, Bureau of Personnel, Office of Management, Administrative Services

Million, Lisa Lawrence, Office of Operations, Supply, Transportation and Procurement Branch, Contracts Division

Muenzer, Ofelia D., International Organization Affairs, Office of International Conferences

Roeder Jr., Larry Winter, Economic and Business Affairs, Office of East-West Trade

Young, Frances R., Bureau of Administration, Financial Management Division

GS-12

Conger, Lucinda D., Foreign Affairs Information Management Center

Danaher, Michael J., Office of Legal Adviser, Oceans and International Environmental and Scientific Affairs

Foo, Jenny Jig, Overseas Citizens Services

McConnon, Caron, Office of Security, Freedom of Information Division

McMahon, Robert J., Public Affairs, Office of the Historian

Wells, Sherrill B., Public Affairs, Office of the Historian

GS-13

Bolka, Dorothy R., Visa Operations

Fischel, Stephen K., Visa Operations

Schwartz, Jonathan B., Office of the Legal Adviser

GS-14

Kassinger, Theodore W., Office of Legal Adviser, Economic and Business Affairs

Nickels, David K., Intelligence and Research, Strategic Forces Division

Wiant, Jon A., Intelligence and Research, Global Issues Staff

GS-15

Johnson, Thomas Arthur, Office of the Legal Adviser, UN Affairs

WG-6

Welch, Dennis P., U.S. Mission to the United Nations

New Appointments

Asher, Steven Eman, Office of the Legal Adviser, Inter-American Affairs

Beachner, Aryane, Foreign Service Institute

Brown, Kenneth Columbus, Office of Operations, Supply, Transportation and Procurement Branch

Crammer, Lynn E., Office of Security, Washington Field Office
Dacus, Eugene H., Diplomatic Pouch and Courier Operations Division
Dant, Janine Roberts, Foreign Service Institute
Davis, Richard A., Politico-Military Affairs
Dizard Jr., Robert, Office of the Under Secretary for Economic Affairs
Duggan, Joseph P., U.S. Mission to the United Nations
Elliott, Richard S., Office of Legal Adviser, Oceans and International Environmental and Scientific Affairs
Gehron, William J., Classification/Declassification Center
Gray, James Katon, Foreign Service Institute
Halper, Stefan A., Politico-Military Affairs
Harper, Elliott Lee, Communications Programs and Engineering Division
Johnson, Richard G., Classification/Declassification Center
Kadera, Fred A., Diplomatic Pouch and Courier Operations Division
Kim, Elena Patricia, International Narcotics Matters
Kirk, Mary Catherine, Economic and Business Affairs, Aviation Negotiations
Lange II, John Edward, Office of Legal Adviser, African Affairs
Lee, Sharon Lenora, Office of Security, Technical Services Division
Libby Jr., Irve Lewis, Office of the Secretary, Policy Planning Staff
Lipp, Laurie Lesher, Passport Office, Stamford
Lutes, Kenneth, Communications Center
Maloney, Eileen M., Office of the Legal Adviser
Meese, Sally A., Oceans and International Environmental and Scientific Affairs
Momenian, Vida, Foreign Service Institute
Morgan, M. Ann, Office of Ambassador-at-large
Moye, Rose Aleacia, Despatch Agency, Baltimore
Novak, Michael, U.S. Mission to the United Nations
Oliver, Rozanne D., Refugee Programs
Pape, Mark B., International Joint Commission
Pinzino, Sally J., Bureau of Personnel, Special Recruitment Branch
Pressley, Antoinette M., Administrative and Clerical Pool
Roberts, Loretta A., Administrative and Clerical Pool
Salvia, Anthony Thomas, Office of the Legal Adviser
Saridakis, Anthony A., Visa Operations
Scarfo, Claudette M., Office of Facilities Management and Administrative Services
Scheinin, Kaija Marjukka, Foreign Service Institute
Seiders, Barbara A., Oceans and International Environmental and Scientific Affairs
Sheerin, John C., Economic and Business Affairs, Planning and Economic Analysis
Shiplett, Myra H., Office of the Director General of the Foreign Service and Director of Personnel
Sonne Jr., Clarence Melvin, Classification/Declassification Center
Steele, Deborah L., Office of Communications
Stone, Cassandra R., Office of the Curator, Diplomatic Reception Rooms
Strassman, Valerie Helene, Passport Office, Philadelphia
Suzal, Hatice Evin, Foreign Service Institute
Taylor, Robert Terris, Equal Employment Opportunity and Civil Rights Office
Teicher, Howard, Office of the Counselor
Thomas, Patricia, Diplomatic Pouch and Courier Operations Division
Trevor, David A., Administrative and Clerical Pool
Woggon, Judith A., Administrative and Clerical Pool
Yamauchi, Jean Inouye, Information Systems Office
Zerhouni, Khadidja, Foreign Service Institute

Reassignments

Allena, Sheila M., Office of Position and Pay Management to Office of the Inspector General
Banks, Sandra D., Passport Office, Houston to Passport Office, Washington
Berkenbile, Lee Ann, Foreign Affairs Information Management Center to Visa Operations
Bilbo, Janet L., Bureau of Personnel, Foreign Service Officer Recruitment to Egyptian Affairs
Bryfogle, Karen Lani, Public Affairs, Office of Plans and Opinion Analysis to Public Affairs, Office of the Historian
Cassover, Betty R., International Narcotics Matters to Near Eastern and South Asian Affairs, Northern Africa
Cohn, Rivca S., Near Eastern and South Asian Affairs to Medical Services
Dade, Peter Langhorne, Bureau of Personnel, Records Management Division to Bureau of Personnel Operating Systems Division
Lloyd, Donna C., Office of the Comptroller, Payroll Section to Office of the Comptroller, Retirement Accounts Section
Lyles, Donald R., International Organization Affairs to Politico-Military Affairs
Roberts, Joan G., Intelligence and Research to Office of Operations, Supply, Transportation and Procurement
Saunders Jr., Benjamin T., Passport Office, Records Branch to Passport Office, Washington
Schol, Philip P., Administrative and Clerical Pool to Oceans and International Environmental and Scientific Affairs
Schwartz, Jonathan B., Office of Assistant Legal Adviser, African Affairs to Office of the Legal Adviser
Shubrooks, Shell R., Administrative and Clerical Pool to Economic and Business Affairs, East-West Trade
Stasko, Yetta S., Passport Office, Miami to Passport Office, Seattle
Tingle, Lydia W., Publishing Services to Passport Office, Evaluations and Standards Division

Resignations

Aceto, William C., Foreign Building, Design and Construction Division
Armstrong, Margie M., Visa Operations, Immigrant Visa Control and Reporting Division
Baer, Diane L., Bureau of Personnel, Office of Management
Bailey, Andrew P., Information Systems Office, Systems Design and Programming Division
Bassler, Kimberley A., Near Eastern and South Asian Affairs
Baum, Barbara M., Oceans and International Environmental and Scientific Affairs
Bazin, Charisse Willann, Passport Office, Records Branch
Beacham, Lisa Ann, Passport Office, Records Branch
Beasley Jr., John A., Bureau of Personnel, Office of Management
Beasley, Brenda A., Passport Office, Los Angeles
Berthold, Eric, Office of Communications
Blackburn, Marianne, Passport Office, Records Branch
Blake, Robert A., Office of Medical Services
Bobik, Leslie L., Executive Secretariat
Bogicevic, Slobodan, Foreign Service Institute
Bolka, Kim A., Office of the Comptroller, Payroll and Retirement Accounts Branch
Born, Gary B., Office of the Legal Adviser
Boyle, Karen Lyn, Despatch Agency, New York
Bracey, Glynnis A., Bureau of Personnel, Office of Management, Administrative Services
Brown, Lorin J., Bureau of Personnel, Office of Management

Bryant, Kirk Stewart, Passport Office, Records Branch
Burt, Stephen Francis, Office of the Comptroller, Retirement Accounts Section
Camber, Rachel Ann, Passport Office, Miami
Campbell, Jeannette M., Oceans and International Environmental and Scientific Affairs
Carroll Jr., John F., U.S. Mission to the United Nations
Carson, Craig R., Executive Secretariat
Carter, Velisa Y., Diplomatic Pouch and Courier Operations Division
Chu, Gregory A., Bureau of Personnel, Office of Management
Cioni, Michael Louis, Passport Office, Detroit
Clark, Gwendolyn O., Bureau of Personnel, Office of Management
Coates, Monique Marie, Refugee Programs
Cobb, Janice E., Foreign Service Institute
Collick, Gwendolyn A., Foreign Service Institute
Contreras, Anthony Andre, Passport Office, New York
Cook, Tracy K., Politico-Military Affairs
Cook, Wilson K., Bureau of Personnel, Office of Management
Courtney, Bernadette K., Foreign Service Institute
Couture, Margaret A., Office of the Legal Adviser
Crampsey, Mary Beth, European Affairs
Creighton, Denise A., Office of Security
Crockett, Cynthia Gail, Classification/Declassification Center
Curtis, Celia D., Bureau of Personnel, Office of Management
David, Ball, Consular Affairs, Visa Operations
Davis, De Angeles, Passport Office, Detroit
Delaney, Ann Marie, Passport Office, Boston
Drury, Brian Christopher, Passport Office, Records Branch
Dunham, Dorothy, Bureau of Personnel, Office of Management
Dunlap, Julie Ann, Refugee Programs
Dyclo, Gary Michael, Passport Office, Detroit
Engert, Jane M., Public Affairs
Ensign, Wendy, Economic and Business Affairs
Espana, Anna L., Bureau of Personnel, Office of Management
Evers, Stephanie D., Office of Medical Services
Farrow, Leroy N., International Organization Affairs, Administrative Services Division
Feinberg, Susan, Inter-American Affairs
Ferrell, Ava Mariea, Office of Operations, Language Services Division
Flood, Joan M., Politico-Military Affairs
Garrett, Patricia A., Executive Secretariat
Gold, Ricki A., Near Eastern and South Asian Affairs
Grabar, Nicolas H., Office of the Legal Adviser
Gunn, Ann Marie, Office of Communications, Security Division
Hahn, Jeffrey Michael, Office of Supply, Transportation and Procurement, Supply Services Center
Harris, Ann Coreen, Inter-American Affairs
Hausman, Conrad K., Office of the Under Secretary for Management
Hayden, Donald L., Bureau of Personnel, Office of Management
Hellwig, Cynthia A., Passport Office, Office of Program Support
Helm, Loretta N., Bureau of Personnel, Office of Position and Pay Management
Hickey, Robert Scott, Passport Office, Boston
Hill, Yvette R., Executive Secretariat
Hiser, Kenneth R., Near Eastern and South Asian Affairs
Hodges, Debra Ann, Passport Office, Detroit
Hoffman, Patricia Grace, Office of Operations, Transportation Division
Horton, Norma J., Foreign Affairs Information Management Center, Authentication Staff
Hosono, Erwin, Bureau of Personnel, Office of Management
Howe, Paul Brooks, Passport Office, Records Branch
Hughes, Iantha Rose, Passport Office, Washington
Hughes, Merrell Lemuel D., Foreign Affairs Information Management Center, Publishing Services
Imburg, Elizabeth L., Office of Security, Case Control and Processing Branch
Jackson, Lorraine P., Bureau of Personnel, Office of Management
Jackson, Roderick E., Bureau of Personnel, Office of Management
Jacobs, James David, Office of Security, Communications Branch
Johnson, Phyllis Elaine, Foreign Affairs Information Management Center, Information Access and Services Division
Jordan, Carlton J., Office of the Comptroller, Payroll and Retirement Accounts Branch
Karawa, Omar Saleh, Foreign Service Institute
Killam, Donna K., Passport Office, Detroit
Kingman, Richmond T., Passport Office, Detroit
Kloewer, Susanne, Oceans and International Environmental and Scientific Affairs, Nuclear Energy and Energy Technology
Knepper, Christopher S., Information Systems Office
Koffman, Boyd M., East Asian and Pacific Affairs
Lancaster, Carla Aletha, Comptroller, Office of Budget and Planning
Landis, Vivian M., Oceans and International Environmental and Scientific Affairs, Office of Advance Technology
Lassiter, Mary L., Oceans and International Environmental and Scientific Affairs
Lauderdale, Teresa J., Foreign Affairs Information Management Center

Money quiz

Q—Are there any tax benefits from owning U.S. savings bonds?

A—Yes. Reporting of interest for federal income tax purposes may be deferred until EE bonds are cashed, disposed of or reach final maturity, whichever occurs first. Also, your bonds are exempt from state and local income taxes and personal property taxes.

Q—Do U.S. savings bonds become part of an estate?

A—If, upon the death of the owner, there's a surviving owner or beneficiary named on the bonds, the bonds do not form a part of an estate for probate purposes. However, their value must usually be included in computing the gross estate for estate tax and inheritance tax purposes.

Q—How safe are my U.S. savings bonds?

A—They're backed by the full faith and credit of the U.S. Government. If lost, stolen, multilated or destroyed, they will be replaced free on request—and will bear the original issue dates.

Q—Do I have to keep checking the financial pages to see what the interest rate is on my U.S. savings bonds?

A—No. There's no need to check on whether your bond interest is up or down. The interest accrues at a fixed rate at stated intervals.

Q—You can have only one name put on the U.S. savings bonds you purchase. True or false?

A—False. Bonds may be issued in one name, in the name of two persons as coowners or in the name of one person with a second person as beneficiary.

Laughrige, Anne, Passport Office, Detroit
Lejnieks, Anita Diana, Intelligence and Research, Reports Coordination and Review Staff
Lewis, Vinita E., European Affairs
Linthicum, Linda Oneita, Passport Office, Washington
Lucas, Rhett R., Office of Medical Services
Mac Ewen, Janice Lee, Office of Operations, Language Services Division
Manning, Linda M., Foreign Service Institute
Mara, Edwyn Z., Office of the Comptroller, Financial Operations
Marion Jr., John L., Office of the Under Secretary for Management
McDaniel, Sharon Jennette, Passport Office, Miami
McManus, Patrick J., Office of Medical Services
McCool, Kevin M., Inter-American Affairs
McNatt, Mary D., Diplomatic Pouch and Courier Operations Division
McNeil, Pamela Vaughnita, Passport Office, Records Branch
Mendelsohn, Nina S., Near Eastern and South Asian Affairs
Merkle, Melanie L., Intelligence and Research
Minneman, Jill B., Inter-American Affairs
Misey, Johanna L., International Organization Affairs, Administrative Services
Mitchell, Pamela Kaye, Visa Operations, Written Inquiries Branch
Monroe, Ronald L., Bureau of Personnel, Office of Management
Moore, Wanda T., Near Eastern and South Asian Affairs
Neet, Miriam, Politico-Military Affairs
Noziglia, Jeanette I., European Affairs
Owens, Adrienne Marie, East Asian and Pacific Affairs
Perkins, Barbara Kay N., Office of Security, Washington Field Office
Perreca, Denise, Passport Office, Detroit
Pope, Cynthia Benita, Diplomatic Pouch and Courier Operations Division
Price, Daniel M., Office of the Legal Adviser
Rabayda, Michelle R., Bureau of Personnel, Office of Management
Rael, Jayleen P., Bureau of Personnel, Office of Management
Ramsey, Stephen D., Executive Secretariat
Randolph, Sharon W., Bureau of Personnel, Office of Management
Reid, Jennifer Lee, Office of Supply, Transportation and Procurement, Contract Branch
Reynolds III, John B., Office of the Legal Adviser
Richey, Susan A., Politico-Military Affairs, Office of Munitions Control
Robinson, Connie L., Diplomatic Pouch and Courier Operations Division
Rose, Susan A., Near Eastern and South Asian Affairs
Rosen, Ellen L., Despatch Agency, Baltimore
Salter Jr., Oscar, Office of Medical Services
Sapp, Brenda Lynn, Information Systems Office
Sarro, Paula M., Despatch Agency, New York
Schiffman, Carla J., Near Eastern and South Asian Affairs
Schmidt, Katherine G., International Narcotics Matters
Schmutter, Benjamin Paul, Despatch Agency, New York
Schwager, John M., Oceans and International Environmental and Scientific Affairs
Scurko, Laura A., Politico-Military Affairs
Seaborn, Joyce M., Office of the Comptroller, Financial Operations
Secada, Christopher A., Executive Secretariat
Simmons, Katherine, Bureau of Personnel, Office of Management
Slavin, Andrea Beth, European Affairs
Snell, Anthony C., Bureau of Personnel, Office of Management
Snow, Kathleen E., Bureau of Personnel, Office of Management
Strockbine, Jane P., Information Systems Office
Sullivan, Mildred Joyce, International Organization Affairs
Swankowski, Steve T., Office of Citizens Consular Services, Inter-American Services Division
Tatum, Tollynne D., Diplomatic Pouch and Courier Operations Division
Tejada, Audrey Dolar, Bureau of Personnel, Office of Management
Toth, Idabelle M., Passport Office, Los Angeles
Tyler, Cathy Patrice, Passport Office, Los Angeles
Tyson, Richelle Maria, Consular Affairs
Ulrich, Jennifer Sue, Bureau of Personnel, Operating Systems Division
Washington, Linda T., Passport Office, Washington
Wegner, Robert Walter, Office of Supply, Transportation and Procurement, Motor Vehicle Branch
White, David M., Bureau of Personnel, Office of Management
White, Deborah A., Executive Secretariat
Wiggins, Cynthia L., Office of the Comptroller, Financial Operations
Wilhelmi, Nancy L., Office of Medical Services
Williams Audrey J., Passport Office, Detroit
Williams, Maria Jean, Passport Office, Detroit
Williams, Marvin Leonard, Consular Affairs
Williams, Patricia D., Passport Office, Detroit
Zangla, Maria L., International Narcotics Matters
Zeppetella, Leila M., Executive Secretariat
Zivadinovich, Boyka, Foreign Service Institute

Retirements

Allen, Edward L., Office of Facilities Management and Administrative Services
McGrath, James Francis, U.S. Mission to the United Nations ■

HELP WANTED

Hey, we need you!

STATE magazine
has immediate openings for:

Guest cartoonists—
To try their hand at drawing an editorial cartoon or a humorous cartoon . . .

Poets—
To capture the milieu of our posts around the world; to bathe us in the imagery of life in the Foreign Service— which includes, of course, the bureaucracy in Washington . . .

Photographers—
To help us depict graphically what your job is all about, in the United States and overseas. (Black-and-white glossy prints reproduce best.)

Authors—
Of serious essays, light essays, articles about Department operations, stories on the people at State . . .

These STATE "jobs"

PAY NOTHING

(but you do get a byline)

Send contributions or queries to:

Room 4515
Department of State
Washington, D.C. 20520

(We are an Equal Opportunity Employer)

Personnel: Foreign Service

New Appointments

Anderson Jr., Ollie P., Equal Employment Opportunity Recruitment Complement
Angell, Wanda K., Caracas
Arnold, Dona L., Equal Employment Opportunity Recruitment Complement
Baca, John R., Equal Employment Opportunity Recruitment Complement
Baker, Theodore L., Lagos
Balestrieri, Jean Ann, Bonn
Ballard, Joseph F., Office of Security, Washington Field Office
Barry, Kevin Michael, Office of Security, Washington Field Office
Baxter, Joseph W., Office of Security, Washington Field Office
Bennett, Brian Timothy, Brussels
Bentley, Robert N., Junior Officer Corps
Biehl, Cheryl Ann, Karachi
Bishop, Clyde, Equal Employment Opportunity Recruitment Complement
Blakely, Richard V., Office of Communications
Booth, Jackson B., Office of Security, Los Angeles Field Office
Brisbon, Brenda C., Junior Officer Corps
Brooks, Jeralyn P., Manila
Brown, Kevin, Junior Officer Corps
Brown, Stuart V., Junior Officer Corps
Brunner, Alice A., Athens
Bryson, Brent D., Office of Security, Washington Field Office
Burchfield Sr., Timothy W., Office of Security, Washington Field Office
Bushnell, Prudence, Equal Employment Opportunity Recruitment Complement
Calvagna, Salvatore, Dakar
Carter III, Phillip, Junior Officer Corps
Chacon, Arnold A., Junior Officer Corps
Clark, James C., Brussels
Cohn, Irene P., Guatemala
Collins, Patricia Anne, Lubumbashi
Colon, Raymond L., Junior Officer Corps
Costello, Susan C., Cairo
Davis, Suzanne M., Vienna
Del Prado, Guido A., Equal Employment Opportunity Recruitment Complement
Dolibois, John E., Luxembourg
Farrell, Jerome T., Junior Officer Corps
Feir, Terence C., Monrovia
Fitzpatrick Joyce B., Caracas
Foster, James J., Junior Officer Corps
Garcia, Felix, Mexico
Gaskill, William G.L., Office of Security, Washington Field Office
Gentile, Alan E., Office of Security, Washington Field Office
Gerard, Jean B.S., UNESCO/Paris
Gilman Jeffrey F., Junior Officer Corps
Goslin, Charles E., New Delhi
Guest, Michael E., Junior Officer Corps
Haas, Joyce, Brazilia
Harrington, Gina C., Barcelona
Harty, Maura A., Junior Officer Corps
Haydt, Alan R., Yaounde
Healey, Daniel O., Office of Security, New York Field Office
Hilker, Henry E., Bucharest
Hunter, Stanley R., Junior Officer Corps
Jankowski, Susan M., Bangkok
Jarek, Raymond V., Nairobi
Johnson, Lois L., Equal Employment Opportunity Recruitment Complement
Jordan, Elizabeth Marie, Havana
Jornigan, Cheryl Anne, Lagos
Karagiannis, Alexander, Junior Officer Corps
Keane, Graciela C., Buenos Aires
Kirby, Sara P., Georgetown
Klemm, Hans G., Junior Officer Corps
Kornbluth, David A., Junior Officer Corps
Law, Jack Morris, Kinshasa
Lewis, Neil E., Athens
Long, Daniel T., Kuwait
Lucas, Carolyn E., Brasilia
Maher, Kevin K., Junior Officer Corps

GUATEMALA—Ambassador *Frederic L. Chapin* presents certificates of valor and appreciation to guard and two plain-clothes policemen for their efforts in protecting the chancery building during an October 10 attack by terrorists. The men returned the fire of the attackers. From left: *George Goldstein*, assistant regional security officer; *Hector Flores*, plain-clothes officer; *Pedro Galindo*, guard, wounded during the attack; Mr. Chapin; *Andres Gonzales*, plain-clothes officer; *Willard E. Marsden Jr.*, regional security officer.

Majourau, Paul M., Nouakchott
Manville, Sue Ann, Peshawar
McAloose, Carl R., Bujumbura
McGee, James D., Junior Officer Corps
Meserve, W., Michael, Junior Officer Corps
Montrowl, Dionis F., Istanbul
Moore, Mona E., Office of Security, Washington Field Office
Moore, Wendela C., Junior Officer Corps
Motley, Langhorne A., Brasilia
Mozena, Dan W., Junior Officer Corps
Mulligan Jr., Donald F., Junior Officer Corps
Munoz, Arnold N., Equal Employment Opportunity Recruitment Complement
Naby, Dante, Panama
Nelson, Bruce R., Junior Officer Corps
Nesbitt, Wanda L., Junior Officer Corps
Nyborg, Keith Foote, Helsinki
Paterson, Alan M., Lilongwe
Perlman, Steven E., Junior Officer Corps
Popadiuk, Roman, Junior Officer Corps
Porto, Mary L., Junior Officer Corps
Priestley Jr., Alfred L., Muscat
Reed, Worley Lee, Office of Security, Washington Field Office
Reeves, Wendell F., Paris
Reichalderfer, Thomas S., Junior Officer Corps
Reid, James P., Junior Officer Corps
Salazar, Edward J., Junior Officer Corps
Seabright, Jefferson B., Brussels, North Atlantic Assembly
Sittel, Jan N., Izmir
Stutz, Pamela Jo H., Equal Employment Opportunity Recruitment Complement
Stachitas, Shirlee D., Manila
Staples, George M., Junior Officer Corps
Tarby, Dorothy M., Rome
Taylor, Richard S., Junior Officer Corps
Tsai, Soching, Junior Officer Corps
Vaughan, Rupert D., Junior Officer Corps
Wagner, Susan M., Junior Officer Corps
Walles, Jacob, Junior Officer Corps
Walsh, James J., Office of Security, New York Field Office
Walsh, Mary L., Port-au-Prince
Walsh, Mayra M., Toronto
Weatherholtz, Marcia P., Monrovia
Wells, Joyce E., San Jose
Whiting, Isabel H., Rabat
Whitlesey, Faith R., Bern
Winnick, Seth D., Junior Officer Corps
Young, James M., Junior Officer Corps
Zawistowski Jr., Leonard A., Office of Security, Washington Field Office

Transfers

Abramowitz, Morton I., Bangkok to East Asian and Pacific Affairs
Albriton, James Warren, Georgetown to Office of the Comptroller
Allen Jr., Ralph, Office of Communications to Addis Ababa
Alpine, James Ralph, Kuwait to Office of Communications
Anderson, Dexter, U.S. Mission to Geneva to International Organization Affairs
Anderson, Jonathan F., Dacca to Canberra
Andrews, Nicholas G., Warsaw to European Affairs
Babin Jr., Anthony J., Tegucigalpa to Beijing
Baker, Robert J., London to Office of Communications
Barrett, William D., San Jose to Paris
Bartley, Julian L., Foreign Service Institute, University Training to Madrid
Barwick, Chester P., Accra to Khartoum
Beadle, Susan C., Tel Aviv to Berlin
Beller, Joyce M., Brussels to Caracas
Belsito, Barbara E., Ciudad Juarez to Manila
Bentley, Robert B., Prague to Foreign Service Institute, Language Training
Bergesen, Alf E., Port-au-Prince to Inter-American Affairs
Blair Jr., Jack A., Nairobi to Bonn
Blanke, Jr., John, U.S. Sinai Field Mission to U.S. Mission to Geneva
Bode, David O., Office of Communications to Athens
Bolster, Archie M., Antwerp to Politico-Military Affairs
Bolweg, Frank J., Monrovia to Office of Communications
Boorstein, Michael A., Moscow to Soviet Affairs
Borde, Arthur E., Jerusalem to Bangkok
Borg, C. Arthur, Office of the Inspector General to Helsinki
Bowman, Francine L., Havana to Luxembourg
Brackeen, Rogers L., Commerce Department to Inter-American Affairs
Bramante, A. Donald, Bureau of Personnel to Port-of-Spain
Brayshaw, Charles H., Managua to Panama
Breeland, Mary J., Tokyo to Ankara
Broner, David H., Paris to Dacca
Bruce, Peter C., Matamoros to Economic and Business Affairs, Aviation Programs and Policy
Buckley, Thomas Francis, European Affairs to Paris
Budow, Lawrence, Moscow to the Office of the Inspector General
Bujac, Gregorie W., Tel Aviv to Brussels
Burson, Weldon D., Rio de Janeiro to Office of the Inspector General
Butler, Ruth E., Copenhagen to The Hague
Camp, Donald, Bridgetown to Foreign Service Institute, Language Training
Carver, Margaret A., Rabat to African Affairs
Chaleff, Herbert L., Manila to Nicosia
Chamberlin, Taylor M., Sao Paulo to Inter-American Affairs
Chapa Jr., Francisco, Office of Communications to Managua
Chapleski, Joseph P., Bangkok to Office of Communications
Chapman, Richard E., Guatemala to Office of Communications
Chapman, William K., Brasilia to Executive Secretariat
Chester, Jr., George A., Panama to Foreign Service Institute, University Training
Chester, Geraldeen G., Panama to Foreign Service Institute, University Training
Chiarella, Ricardo, Lisbon to San Salvador
Christy, Gene Burl, Foreign Service Institute, University Training to Intelligence and Research
Ciazza, Adrian B., Conakry to African Affairs
Claish, Andrew L., Panama to Accra
Cline, Mary E., Tokyo to Panama
Clute, Janet E., Jidda to Bureau of Personnel
Collings, Helen M., Junior Officer Corps to Rabat
Collins, Bernhard B., Nairobi to Lagos
Connell, James K., Foreign Service Institute, Language Training to Prague
Connelly, Claude P., Algiers to Bombay
Connors, Kevin J., International Communication Agency to Sanaa
Cooley, Alford W., Lima to Bogota
Coubrough, Betty J., Moscow to Bonn
Creevy, Carolyn I., Jidda to Vienna
Culpepper, Frances R., Intelligence and Research to Peshawar
Daniels, John C., Abidjan to Kathmandu
Davis, Phyllis J., Kaduna to Stuttgart
Davis, Rebecca D., Rome to Office of Communications
Dawson, Theodore A., Accra to Hong Kong
Day, Frank H., Addis Ababa to East African Affairs
De Wilde, Jan, Regional Language School, Yokohama to Tokyo
Deans, Frank M., San Jose to Office of Communications
Decrane, David Scott, Zaire to African Affairs
Derse, Anne E., Junior Officer Corps to Port-of-Spain
Desombre, Marjorie M., Nassau to Toronto
Dion, Jerrold Mark, San Salvador to Rangoon
Donahue, Gilbert J., Hong Kong to Economic and Business Affairs, Industrial and Strategic Materials Division
Donahue, Linda L., Hong Kong to Bureau of Personnel
Doyle, Michael B., Foreign Service Career Development and Assignments to

Vict Mahe

Drumheller, Tyler S., African Affairs to Lusaka

Dudley, Randall R., Vientiane to Maseru

Dunnigan, Thomas J., The Hague to European Affairs

Dupart, Louis Harris, Salisbury to African Affairs

Dyess, William J., Public Affairs to The Hague

Ebner, Bruce W., Brasilia to Inter-American Affairs

Edwards, Larry R., Cotonou to Accra

Eicher, Peter D., Foreign Service Institute, University Training to West African Affairs

Eldem, H. Roy, Milan to European Affairs

Elfmann, Mary M., European Affairs to Helsinki

Englehart, Charles T., Cairo to Near Eastern and South Asian Affairs

Entwistle, James F., Junior Officer Corps to Yaounde

Evans, Betty Sue, Ankara to U.S. Mission to Geneva

Everett, Gary Lee, Quito to Foreign Buildings Office

Failla, Sebastian R., Jidda to Rome

Farnsworth, Viona J., Near Eastern and South Asian Affairs to Kuwait

Farrell, John M., Vienna to Kuwait

Faux-Gable, Laura P., Douala to African Affairs, Economic Policy Staff

Fedor, Cyril J., Madrid to Office of Communications

Feeney, John M., Port Louis to African Affairs

Fergin, Gregory G., Pretoria to West African Affairs

Ferraro, Jack G., European Affairs to Athens

Fimbres, Rudy V., Quito to Foreign Service Institute

Fitzgerald, Patrick E., Inter-American Affairs to Port Moresby

Fitzgerald, William Lee, Sao Paulo to Inter-American Affairs

Foskey, Michael E., Office of Communications to Addis Ababa

Fulham, William R., Copenhagen to Mogadishu

Garrison, Richard A., Stuttgart to Foreign Service Institute

Gase, Roberta E., Addis Ababa to Bogota

Gemmill, Ceilia M., African Affairs to Nairobi

Goodby, James E., Helsinki to European Affairs

Gormley, James J., Asuncion to Inter-American Affairs

Granger, John V., London to UNESCO/Paris

Graybill, James A., Monrovia to Office of Communications

Green, George B., Bonn to Office of Communications, Radio Programs

SANTIAGO, Chile — Ambassador *George W. Landau* presents incentive cash award to *Monica Young*, Foreign Service national in the consular section.

Green, Sophie A., European Affairs to Rome

Greene, Richard, Buenos Aires to Office of Communications

Greenlee, Dick M., Inter-American Affairs to Quito

Gregory, Clark, Kingston to Kinshasa

Gribble, Marion L., Copenhagen to Vientiane

Grierson, John R., European Affairs to Bonn

Grivsky, Michael E., Kinshasa to Bangkok

Grossman, Frederick Jack, Office of Communications to Kabul

Guadagno, Michael J., Office of Communications to Managua

Guthrie, Herman R., Frankfurt to Bangkok

Hahn, Nick, Tokyo to Moscow

Hall, Norman C., European Affairs to Bonn

Halmo, James L., La Paz to Foreign Service Institute, Language Training

Hamilton, Gerald P., Near Eastern and South Asian Affairs to Dacca

Harton, Joe H., Bangkok to East Asian and Pacific Affairs

Hastings, Norman Slote, Fukuoka to Osaka-Kobe

Hendricks, Geraldine F., Munich to European Affairs

Henley, Phillip W., Djibouti to Rome

Hernandez, Dennis L., Bogota to Canberra

Hetrick, Robert W., Manila to Office of Communications

Hiley, David H., European Affairs to Paris

Hill, M. Charles, Tel Aviv to Israel and Arab-Israeli Affairs

Hilley, George J., Communications Center to The Hague

Hinson, Robyn Elaine, Bridgetown to London

Hodges, Eann T., Buenos Aires to Inter-American Affairs

Hogue, Carolyn, Kingston to Inter-American Affairs

Holley, Robert Michael, Junior Officer Corps to Port-au-Prince

Hollingsworth, W. Catherine, Inter-American Affairs to Sao Paulo

Hopman, Gordon J., Lome to African Affairs

House, Edward E., Istanbul to Office of Communications

Hummel Jr., Arthur W., Islamabad to Beijing

Huss, Loretta A., Office of Communications to Rangoon

Hylaman, Roy E., Paris to Communications Center

Jackson Jr., M. David, New Delhi to Office of Communications

Jamieson Jr., Wi[illegible]m J., European Affairs to Warsaw

Jelen, Patricia-Anne White, Caracas to Tel Aviv

Jensen, Jon C., Bombay to Vict Mahe

Johns, Bernard, Bureau of Personnel to Rabat

Johnson Jr., Leon M., Bangkok to Office of Operations, Support Planning Staff

Johnson Jr., Philip K., Caracas to Inter-American Affairs, U.S. Mission to the Organization of American States

Johnson, Dolly Ann, Bonn to Foreign Service Career Development and Assignments, Secretarial Division

Johnstone, Larry Craig, Paris to Central American Affairs

Joyce, David C., Asuncion to Tel Aviv

Joyce, Rebecca A., Junior Officer Corps to Bamako

Jurecky, John P., Lima to Foreign Service Institute, University Training

Keeling Bruce W., Guayaquil to Visa Operations

Keller, Peter R., U.S. Mission to Geneva to Brussels

Kelly, Ronald J., Casablanca to Foreign Service Institute

Kindelan II, Gilbert E., Warsaw to Athens

Kloch, Mary L., Accra to Gaborone

Knowles, Judy Dianne, Toronto to European Affairs

Kochanek, Anthony S., Reykjavik to Office of the Inspector General

Koks, Barbara C., Surabaya to East Asian and Pacific Affairs

DAKAR, Senegal—At awards ceremony, from left, front row: *David Shear*, **AID director;** *Fatime K. Faye; Danielle Rashid; Aminata Dagnoko.* **Back row:** *Abdoulaye Diagne; Dominique S. Dieng;* **Ambassador** *Charles W. Bray III; George Asmar; Doudou Cisee; Souleymane Ba.*

NIAMEY, Niger—Chargé *Peter R. Chaveas* presents special award for bravery, and cash bonus, to embassy chauffeur *Mamadou Hamani*, who, on the night of September 1-2, prevented two persons from breaking into an embassy vehicle. During the altercation that followed he was severely cut but he drove the attackers away.

Kornblum, John C., Berlin to European Affairs, Central Europe
Kulick, Gilbert D., Near Eastern and South Asian Affairs to Oceans and International Environmental and Scientific Affairs, Marine Science and Technology
Laase, Paul L., European Affairs to Canberra
Labrie, Barbara Ann, Foreign Service Institute, Language Training to Georgetown
Labrie, Damon Victor, Foreign Service Institute, Language Training to Georgetown
Lane, Robert B., Asuncion to Consular Affairs
Lanning, Mark G., Monrovia to Office of Communications
Lantz, Rush D., Luxembourg to Communications Center
Laroche, Richard R., Foreign Service Institute, Language Training to Paramaribo
Latrash, Frederick, Brasilia to Near Eastern and South Asian Affairs
Lemay, Frank M., Junior Officer Corps to Santo Domingo
Leonnig, Douglas Bayard, Bujumbura to Bordeaux
Levine, Melvin H., Seoul to East Asian and Pacific Affairs
Lide, Frances T., Visa Operations to Tokyo
Limprecht, Joseph A., Foreign Service Institute, University Training to Oceans and International Environmental and Scientific Affairs, Policy Assessments Staff
Lindsey, Lynette C., Brussels to Yaounde
Littrel Jr., Warren E., Kinshasa to Bureau of Personnel
Livingston, Richard P., Montevideo to Andean Affairs
Lohman, Lee R., The Hague to Foreign Service Institute, Language Training
Lombardi, Raymond B., Paris, Organization for Economic Cooperation and Development to Bureau of Personnel, Operating Systems Division
Lord, Peter P., Yaounde to African Affairs
Lorenz, Joseph P., Cairo to Near Eastern and South Asian Affairs
Lowenstein, James G., Luxembourg to European Affairs
Lutkus, Anthony J., Office of Communications to Monrovia
MacDonnell, David H., San Jose to Inter-American Affairs
Maccini, Jimmie A., African Affairs to Monrovia
Madison, Eric H., Jidda to Khartoum
Mally, Alec L., Junior Officer Corps to Athens
Malone, Joseph P., Bogota to Panama
Maloney, Steven Scully, Junior Officer Corps to Bucharest
Marston, Robert H., Berlin to Jidda
Martin, William S., Office of Communications to Monrovia
Mastorio, Janice Ellen, European Affairs to Paris
Mattke, Marilyn R., Vienna, Mutual and Balanced Force Reductions to Cotonou
McCurry, George R., Paris to Rabat
McFarlane, Martin R.A., Office of Communications to Manila
McGill, Gene M., Amman to Baghdad
McKnew, Gayle M.O., Inter-American Affairs to Buenos Aires
McLaughlin Jr., Michael John, Foreign Buildings Office to Warsaw

McMahon, Edward R., Junior Officer Corps to Milan
McNaughton, Doyce R., Cairo to Bureau of Administration
Meredith, Vicki Lee, Tunis to Abidjan
Michal, Edward Joseph, Western European Affairs to Maseru
Miller, David Norman, Foreign Service Institute, University Training to European Affairs
Miller, Raymond A., Vienna to Office of Communications
Mills, Asbury E., London to Office of Communications
Mintz, Mary E., Sao Paulo to Vienna, Mutual and Balanced Force Reductions
Mondschein, Lawrence S., Guadalajara to Economic and Business Affairs, Office of Monetary Affairs
Montana, Phyllis Ann, Bucharest to Sanaa
Montana, Thomas, Bucharest to Sanaa
Morgan, Nancy E., Salisbury to West African Affairs
Morrow, Russell E., Inter-American Affairs to Madrid
Mull, Gerald C., Khartoum to African Affairs
Mullikin, Gerald B., East Asian and Pacific Affairs to Sapporo
Munroe, Leslie J., Colombo to Despatch Agency, San Francisco
Muroaka, Harold M., Cairo to U.S. Mission to NATO/Brussels
Nalle, Beauveau B., Belize City to Izmir
Navarre, J. Warren, Montevideo to San Jose
Nelson, John E., Office of Communications to Monrovia
Newberg, Steven M., Canberra to Office of Communications
Newton, David G., Damascus to Jidda
Niemann, Leona E., Beirut to Bangkok
North, William B., Cairo to Near Eastern and South Asian Affairs
Noyes III, Atherton, Foreign Service Institute, Language Training to Oslo
O'Connell, John G., Sanaa to Riyadh
O'Donnell, Thomas J., Managua to Foreign Service Institute
O'Hare, Dennis Jerome, Amman to Office of Security, Foreign Operations
Orlando, Jack P., Foreign Service Institute, Language Training to Warsaw
Ortiz, Juan, Santiago to Lisbon
Ott, Elaine L., Dacca to Islamabad
Park, Kenneth P., Kinshasa to Madrid
Parr, Ross C., East Asian and Pacific Affairs to Algiers
Pascoe, Dorothy L., Taiwan to Beirut
Peacock, Conrad Bernell, Office of Communications to Kinshasa
Peters, Lauralee M., Bangkok to Economic and Business Affairs, Office of Developmental Finance
Petrich, Donna J., The Hague to European Affairs
Phillips, Kenneth C., Office of Communications to Kuwait
Powers, Elizabeth Ann, Bureau of Personnel to Guayaquil
Price Jr., Eugene D., Nicosia to Lahore
Purinton, John F., Manama to Near Eastern and South Asian Affairs
Quinn, Celestine, Yaounde to Hong Kong
Ramsey, Douglas K., Beijing to Kuala Lumpur
Randolph III, Virgil P., Bridgetown to Inter-American Affairs
Redecker, J. Brayton, Rabat to Madrid
Reeves, Sidney V., Havana to Office of Communications
Rhodes, Patricia K., Singapore to European Affairs
Ringler, Ronald W., Athens to Office of Communications
Ritter, Katharyn A., Port Moresby to Mombasa
Rochester, Beverly, D., Nairobi to Bamako
Roddy, Timothy E., European Affairs to Abidjan
Rodriguez, Roberto, Diplomatic Pouch and Courier Operations Division to Lisbon
Rollins, Arthur J., Lagos to Nairobi
Rose, Gerald S., Medical Services to Kinshasa
Ross, Christopher W.S., Algiers to Near Eastern and South Asian Affairs
Rossignoli, Mary, International Organization Affairs to Copenhagen
Roudebush, Tom, Tokyo to East Asian and Pacific Affairs
Roy, J. Stapleton, Beijing to Bangkok
Ryan, Mary A., Abidjan to Khartoum
Saboe, Steven A., Bucharest to Intelligence and Research
Samuels Jr., James, Mogadishu to Office of Communications
Sanna, Mark Anthony, Kuwait to Ankara
Sardino, Robert C., African Affairs to Pretoria
Savalchak, Martin J., Office of Communications to Bucharest
Savarese, Frederick C., Brasilia to Office of Communications
Scenna, Michael A., Brussels to Paris
Schaumburg, Bernd W., Lagos to Office of Security, Special Assignments Division
Schiermeyer, Lois M., African Affairs to Lagos
Schmidt, Carl W., Foreign Service Institute to Dacca
Schmitz, Charles A., Panama to Bonn
Schroeder, Frank M., London to Brasilia
Schubert, Conrad C., Buenos Aires to Inter-American Affairs
Schwalbe, Susan R., Georgetown to Caracas
Sealy, Michael B., African Affairs to Conakry
Segars, Joseph Monroe, Foreign Service Institute, University Training to Southern African Affairs
Sellers, Peter S., Near Eastern and South Asian Affairs to Dhahran
Seng, Arline R., Paris, Organization for Economic Cooperation and Development, Paris to Singapore
Serwer, Daniel P., Rome to Brasilia
Shankle Jr., Arthur P., Nassau to Mexico
Shea, Timothy F., Monrovia to Office of Communications
Sherry, George B., Rangoon to East Asian and Pacific Affairs
Sherwood, Nicholas A., Poznan to Chiang Mai
Shoffner, Ethel G., Abidjan to Rome, U.S. Mission to UN Food and Agriculture Organization
Shugrue, Vincent P., Office of Communications to London
Shumate, William R., Office of Communications to Djibouti
Simmons Jr., John F., London to Medical Complement
Skotzko Jr., Eugene, Near Eastern and South Asian Affairs to Algiers
Smith, George A., Bangkok to U.S. Mission to NATO/Brussels
Smith, Joan M., Bangkok to U.S. Mission to NATO/Brussels
Smyth, Richard Henry, New Delhi to Baghdad
Spain, James W., Ankara to European Affairs
Stansbury, Gary C., Bonn to European Affairs
Stauffer, David S., Office of Communications to Monrovia
Streicher, Joseph O., Bangkok to Munich
Struble, Susan M., Junior Officer Corps to Moscow
Swanson, J. Bradley, Dakar to Monrovia
Tagis, Margaret Higgins, Tegucigalpa to Foreign Service Institute, University Training
Tatum, Richard D., Casablanca to Office of Security
Taylor, James E., Niamey to Yaounde
Taylor, Thomas W., Diplomatic Pouch and Courier Operations to Bangkok
Teich, Zachary Zalman, Guatemala to International Organization Affairs
Thomas, Irene Mae, Turkey to Tunis
Tomasso, Richard L., Algiers to Buenos Aires
Tracey, Margaret C., Lagos to Dar-es-Salaam
Tuten, James T., Dakar to Office of Communications
Tynes, Robert E., Budapest to Kingston
Vallese, Domonic, Madrid to Inter-American Affairs
Vandivier, Maryellen E., Frankfurt to Office of the Secretary

Vanheuven, Marten H.A., Bonn to European Affairs
Vazquez, Edward, Madrid to Monrovia
Venute, Donald J., European Affairs to Bonn
Vessey III, John W., Sanaa to Bucharest
Vinson, Gary L., Vienna to European Affairs
Wagner, David Goforth, Commerce Department to La Paz
Weaver, Kaarn Jayne, Beijing to International Organization Affairs
Welch, Julia, Naples to Paris
Wheeler, Henry P., U.S. Mission to Geneva to Office of Communications
Wilds, Charles R., NATO to Mexico
Williams, Dennis L., Kingston to Office of Security
Williams, Mary Frances, Algiers to Yaounde
Williams, Richard L., Guangzhou to Hong Kong
Willis, Larry G., Sanaa to Abidjan
Willoughby, Nancy L., Osaka-Kobe to East Asian and Pacific Affairs
Wilsey, Donald W., New Delhi to Office of Communications
Wilson Jr., Benjamin A., Office of Communications to Addis Ababa
Windmuller, Thomas Stephen, Tel Aviv to U.S. Mission to the United Nations
Wise, Betty Jane, Djibouti to Ouagadougou
Yates, Bobby B., Chiang Mai to Monrovia
Yates, David Lee, East Asian and Pacific Affairs to Bangkok
Young, William B., Rome to Intelligence and Research, Coordination Division
Zierjack, Carol M., Stuttgart to European Affairs
Zimmermann, Warren, Conference on Security and Cooperation in Europe to Moscow
Zweifel, Sam, New Delhi to Mexico

Resignations

Aviles, Elizabeth, Santo Domingo
Boas, Edith Louise, U.S. Mission to Geneva
Budelt, Charles, Monterrey
Budelt, Gerard P., Monterrey
Cheslaw, Irving G., Port-of-Spain
Colwell, Luz Marina, Mexico
Cruz, Louise C., Mexico
Davidson, Kathie L., Mexico
Ericson Jr., Richard A., Reykjavik
Evans, Isabel C., Mexico
Falck, Linda L., Guatemala
Francisco, Tracy L., Mexico
Fuell, Tommy Tyrone, Office of Operations, Facilities Management and Administrative Services
Garcia, Felix, Mexico
Garcia, Lidya I., Mexico
Goodrich, Sue Carol, Toronto
Greenwald, Liliana M., Mexico
Gross, Kurt F., Commerce Department
Haggerty, Susan Angela, Economic and Business Affairs, Textiles Division
Hall, Anna J., Khartoum
Harris, Stanley P., Commerce Department
Hunter, Douglas Randall, U.S. Mission to Geneva
Keller, Mingchen L., Monterrey
McCarthy, Robert E., International Communication Agency
McNulty, Joseph A., Bureau of Administration
Mpishakoff, Carmen, Monterrey
Neumann, Robert G., Jidda
O'Keefe, M. Ellen, Athens
Roesch, Thomas J., Commerce Department
Russ, Tanya M., Dusseldorf
Rybka, Lorraine H., Junior Officer Corps
Sikeotis, Loretta P., Reykjavik
Simpson, Robert S., Economic and Business Affairs, Industrial and Strategic Materials Division
Spence, Barbara Bernice, Kingston
Stephens, Shelley V., Toronto
Villalobos, James J., Commerce Department
Weber, Daniel P., Izmir

Retirements

Barth, Norman E., Foreign Service Institute
Born, Donald W., African Affairs, Economic Policy Staff
Cooke, Goodwin, Bureau of Personnel
Eaton, Samuel D., Inter-American Affairs
Elkington, Anna G., Bucharest
Foster, Homer P., Baghdad
Kinsey, Ina Jean, Brazil
Lusby, David S., U.S. Mission to the Organization of American States
Nydell Jr., Carl C., Nairobi
Rafaj, Grace A., Bureau of Personnel
Rueda Jr., Richard, Commerce Department
Sterner, Michael, Near Eastern and South Asian Affairs
Traulsen, Grace T., Rabat ☐

S
©1981 C. Beck
DEC.

Season's Greetings *From the Staff of* STATE *Magazine*

FEOCs must file form

The Office of the Legal Adviser has announced that any member of the Foreign Service promoted to the class of FEOC becomes a covered employee for purposes of the Ethics in Government Act of 1978, as amended. S/he is required by law to file a completed Financial Disclosure Report, Form SF-278, within 30 days of the effective date of the promotion. The form is available from administrative officers, who are responsible for ensuring that members file the form. There are penalties for falsifying or failing to file a financial disclosure report. ☐

New Foreign Service classes and pay schedules

With the passage of the new Foreign Service Act, the structure of the Foreign Service, in terms of classes and pay structure, has been substantially modified. For purposes of clarification, the Bureau of Personnel has issued this summary of the changes, with the accompanying charts:

Senior Foreign Service

The three highest Foreign Service ranks comprise the new Senior Foreign Service (SFS). At the pinnacle is the class of career minister, a title carried over from the old Foreign Service Act. But the acronym designating this class—FECM—is new. The F stands for Foreign Service, the E for executive and the CM for career minister.

The next highest class is minister-counselor, which replaces the old FSO/R/RU-1. Its acronymic designator is FEMC.

The third class is counselor, corresponding to the old FSO/R/RU-2. In this case, as in most others (see below), the acronym does not altogether correspond to the title. It is FEOC. The O stands for nothing; it was inserted because, for computer purposes, a four-letter designator is required.

A different designation is used for a relatively small group of officers at this level—senior FSOs and worldwide-available senior FSRs and FSRUs who are not being commissioned in the SFS. They are designated with the indicator FQ, followed by the former grade level—CM, 1 or 2. Here, too, the Q satisfies the computer but otherwise has no meaning. The FQ is being used as a transitional designation to distinguish senior officers who were FSO-1s and 2s from the old FSO-3s and 4s, who now, under the new act, have been redesignated as FSO-1s and 2s, respectively. FSRs and FSRUs at the 1 and 2 levels who are not available for worldwide service will continue to use their former designations for this transition period, which ends on February 14, 1984.

All senior officers, whether or not they are members of the Senior Foreign Service, have been paid, since last February 15, according to a salary schedule that is equivalent to the six levels used in the Senior Executive Service (the highest ranks in the Civil Service). The levels used are indicated on the accompanying chart. This system replaces the former system of pay steps associated with each class.

Other Foreign Service ranks

Below the senior level, the former FSR/RU classes 3 through 8—and all former Staff Corps classes— have been combined into a single nine-class specialist category, for employees who are worldwide-available. The acronymic designator for the category is FP, with the untranslatable P serving as a creation for the computer. Class numbers are the same as under the previous system for former members of the Staff Corps, except that the former FSS-10 has been eliminated Class numbers for the former FSRs and FSRUs are two less than previously—e.g., FSR-3s have become FP-1s, FSRU-8s have become FP-6s.

The former FSO classes 3 through 8 have similarly been renumbered as FO 1 through 6—and, as previously, FO is used as the indicator when identification of FSO status is necessary. The FO and FP categories share the new Foreign Service Schedule for pay purposes, and the designator FS is used to indicate class/pay level when it is not necessary to dis-

Permanent categories (Worldwide-available only)

Senior Foreign Service

Old	New	SES Salary-level equiv.*
Career minister	Career minister (FECM)	6
FSO/R/RU-1	Minister-counselor (FEMC)	4 or 5
-2	Counselor (FEOC)	1, 2, 3 or 4**

Other Foreign Service ranks

Old	New	Old		New	FS Schedule Salary Level
FSO-3	FO-1	FSR/RU-3 &	FSSO-1	FP-1	FS-1
4	2	4	2	2	2
5	3	5	3	3	3
6	4	6	4	4	4
7	5	7	5	5	5
8	6	8	6	6	6
			7	7	7
			8	8	8
			9&10	9	9

*All six levels are currently capped at a salary of $50,112.50

**Level 4 was used at the counselor level for transition purposes only. Those promoted to counselor in the future will be assigned to levels 1, 2 or 3.

Transitional categories (Domestic Service employees and worldwide senior officers electing not to join the SFS)

	Worldwide	Domestic	SES pay equiv.
Career minister	FQ-CM	—	6
FSO/R/RU-1	FQ-1	FRS/RU-1	4 or 5
-2	-2	-2	1, 2, 3 or 4

Notes:
- —All worldwide-available FSR/RU/SSs become FPs, as above.
- —All domestic-available FSR/RU/SSs retain current designator, with pay level for new FP category, as above.

tinguish between the FO and FP categories. For example, the new classes FO-3 and FP-3 share pay level FS-3 on the Foreign Service Schedule.

Finally, as at the senior level, former FSRs, FSRUs and FSSs who are not available for worldwide service, and who have not converted to the Civil Service, will retain their current designators during the transition period. But they will be paid according to the new Foreign Service pay schedule, at the grade and step to which they would have been entitled had they been converted to the FP category. ☐

Statistics on 1981 Foreign Service promotions

Following is a summary prepared by the Bureau of Personnel of the promotions recently accorded on the basis of recommendations and rank-ordering by the 1981 selection boards. The data show the number of members eligible and reviewed for promotion consideration, the number promoted, and the rate of promotion (percentage of those eligible who were promoted.) The data are organized by class and primary skill code—by primary functional field for generalists, and by occupational-category competition group for specialists.

No comparison with 1980 promotions has been included, primarily because the data is organized differently this year than last, and because differences in promotion competition between the two years make comparisons in a number of categories misleading without fairly lengthy explanation. For example, a significant disparity in the percentage of promotions between 1980 and 1981 from Class FEOC (former FSO-2) to FEMC (former FSO-1) is explained largely by an increase in the number of officers under consideration in 1981, because of a reduction in the time-in-grade required for eligibility. Similar circumstances affect a number of competition categories.

Once all recent promotions have been incorporated in the Department's computerized data base, statistics will be published concerning the average age, time-in-class and time-in-service of eligible members and of members promoted.

Primary skill code	Number eligible	Number promoted	% of eligibles promoted
FEMC to FECM (classwide competition of all eligible officers)			
Prog. dir.	118	7	5.9
Admin.	4	—	
Cons.	1	—	
Econ.	10	—	
Pol.	10	—	
Specialists	4	—	
TOTALS	147	7	4.8
Generalists			
FEOC to FEMC (classwide competition)			
Prog. dir.	51	10	19.6
Admin.	25	7	28.0
Cons.	13	1	7.7
Econ.	52	8	15.4
Poi.	73	15	20.5
TOTALS	214	41	19.2
FS-1 to FEOC (competition classwide and by cone; eligibles include only those requesting threshold review)			
Prog. dir.	16	9	56.2
Admin.	71	10	14.1
Cons.	36	2	5.6
Econ.	111	15	13.5
Pol.	205	33	16.1
TOTALS	439	69	15.7
Primary skill cde	**Number eligible**	**Number promoted**	**% of eligibles promoted**
FS-2 to FS-1 (competition by cone, except FP members in administrative subfunctions who were considered separately by subfunction)			
Admin.	112	17	15.1
Cons.	111	21	18.9
Econ.	200	35	17.5
Pol.	228	41	17.9
B&F	16	3	18.7
GSO	8	3	37.5
PER	7	2	28.5
TOTALS	682	122	17.9
FS-3 to FS-2 (competition as in FS-2 to FS-1)			
Admin.	116	28	24.1
Cons.	180	41	22.8
Econ.	106	26	24.5
Pol.	190	43	22.6
B&F	18	4	22.2
GSO	45	12	26.6
PER	7	2	28.5
TOTALS	662	156	23.6
FS-4 to FS-3 (Tenured junior officers competed classwide; other FP generalists competed by cone or administrative subfunction)			
Tenured junior officers			
Admin.	69	31	45.0
Cons.	96	47	48.0
Econ.	65	37	57.0
Primary skill code	**Number eligible**	**Number promoted**	**% of eligible promoted**
Pol.	46	29	63.0
TOTALS	276	144	52.1
Members not in J.O. program			
Admin.	9	5	55.5
Cons.	17	8	47.0
B&F	13	5	38.4
GSO	17	7	41.1
PER	7	3	42.8
TOTALS	63	28	44.4
Specialists (competition by occupational category)			
FEOC to FEMC			
B&F	1	0	—
Com. off.	1	0	—
Sy. off.	3	1	33.3
Sy. eng.	3	0	—
Auditor	2	0	—
FBO off.	1	0	—
Med. off.	15	4	26.7
Psych.	2	0	—
Sci. off.	9	0	—
Narc. off.	2	0	—
TOTALS	39	5	12.8

—*(Continued on next page)*

—(Continued from preceding page)

Primary skill code	Number eligible	Number promoted	% of eligible promoted
FS-1 to FEOC (eligibles include only those requesting threshold review)			
Com. off.	5	2	40.0
Courier	1	0	—
Sy. off.	17	6	35.3
Sy. eng.	1	0	—
FBO off.	2	1	50.0
Med. off.	5	2	40.0
Sci. off.	1	1	100.0
Narc. off.	3	0	—
TOTALS	35	12	34.3
FS-2 to FS-1			
Com. off.	18	4	22.2
CBO	3	0	—
Courier	1	0	—
Sy. off.	66	17	25.8
Sy. eng.	23	0	—
Auditor	14	6	42.8
Nurse	7	0	—
Sci. off.	1	1	100.0
Narc. off.	1	0	—
TOTALS	134	28	20.9
FS-3 to FS-2			
Com. off.	50	8	16.0
CBO	20	2	10.0
Courier	3	0	—
Sy. off.	103	14	13.6
Sy. eng.	14	3	21.4
Med. tech.	2	0	—
Nurse	11	0	—
Sci. off.	1	0	—
Secy.	9	0	—
TOTALS	213	27	12.8
FS-4 to FS-3			
Com. off.	100	10	10.0
CBO	56	7	12.0
Courier	30	0	—
Sy. off.	53	37	69.8
Sy. eng.	1	1	100.0
FBO off.	1	1	100.0
Med. tech.	4	3	75.0
Nurse	4	2	50.0
Secy.	53	0	—
TOTALS	302	61	20.2
FS-5 to FS-4			
Com. off.	157	20	12.7
Courier	19	0	—
Secy.	138	10	7.2
TOTALS	314	30	9.6
FS-6 to FS-5			
Com. off.	64	40	62.5
Courier	4	0	—
Secy.	196	23	11.7
TOTALS	264	63	23.9
FS-7 to FS-6			
Com. off.	42	38	90.5
Secy.	187	47	25.0
TOTALS	229	85	37.1
FS-8 to FS-7			
Secy.	77	59	76.6 □

Rating, reviewing officers commended

Following is a list of rating and reviewing officers commended by the 1981 selection boards on the quality of efficiency reports they prepared:

Acquavella, Joseph F.
Adams Jr., Madison M.
Atherton Jr., Alfred L.
Barraclough, William G.
Barran, Thomas F.
Basora, Adrian A.
Bellinger, Earl W.
Bennett, John E.
Betts, David A.
Blakemore, David
Blaney III, Harry C.
Bowers, Charles R.
Brown, Charles F.
Brown, Spencer W.
Bucsko, Phyllis A.
Burke, Garrett C.
Callihan, William V.
Campbell, Ann P.
Campbell, William M.
Cella, Glenn R.
Cheshes, Martin L.
Cochran, Herbert A.
Cohen, Herman J.
Coon, Carleton
Coor, Lawrence
Covey, James P.
Creekmore, Marion B.
Crigler, Frank
Cvotan, Edward J.
Day Jr., Robert E.
Davidow, Jeffery
Dawson, Theodore
Deason, Robert G.
De Jarnette, Edmund T.
Del Giudice, Paul
Dillery, C. Edward
Dillon, Robert
Dohse, M. June
Dunkerley, Craig G.
Dyels Jr., Jake M.
Edgar, William
Emmons, Charles E.
Emmons, Robert D.
Fimbres, Rudy V.
Fischer, David J.
Fisher, Donald Z.
Fountain, Timothy W.
Geisel, Harold
German, Robert K.
Gildea, Jean
Goodman, Dennis C.
Greene, Myles L.
Grover, Charles W.
Gutensohn, Philip D.
Healy, Theresa
Heflin, Martin G.
Hines, Richard
Hipson, J. Stephen
Hirshorn, M. Bruce
Hobart, Stephen J.
Hohman, Earnest O.
Holmes, H. Allen
Horan, Hume A.
Hummel, Arthur
Immerman, Robert M.
Keogh, Dennis W.
Kerr, James E.
Killion, Dalton V.
King Jr., Barrington
Kochanek, Anthony S.
Koorkanian, George D.
Kuchel, Roland K.
Lafluer, Jerome L.
Lambrakis, George B.
Leidel, Donald C.
Lewis, Samuel W.
Luers, William
McIntyre, John M.
McLaughlin, Joseph
McLendon, Ruth A.
Magee, Charles T.
Marine, Michael W.
Mason, Dwight N.
Mason, J. Richard
Matheron, Richard C.
Maysa, John
Meehan, Francis J.
Miles, Harry P.
Miller, Robert H.
Miller, Robert M.
Moran, James B.
Myrick, James
Nathness, Sarah L.
Nee, Coleman J.
Nelson, James C.
Nesci, Franklin J.
Nugnes, Paul R.
O'Donnell, Thomas J.
O'Donohue, Daniel
Parker, Otha L.

Peck, Robert A.
Perkins Jr., Raymond L.
Perry, Jack R.
Rau, Donald E.
Ready, Francis X.
Redecker, J. Brayton
Reed, Randolph
Renman, Howard A.
Reynders, Thomas R.
Richardson, Robert P.
Roberts, Owen W.
Robinson, Kenneth J.
Robinson, Stanley
Rodgers Jr., H. Clarke
Roy, J. Stapleton
Ryan, Mary A.
Ryan Jr., Robert J.
Sadler, Paul
Salazar, Richard T.
Salmon Jr., Charles B.
Schaffer, Teresita C.
Schoeb, Donald
Schunter, Elaine B.
Scott, John F.
Sebastian, Peter
Seymour, Jack M.
Sherman, William C.
Shinn, David H.
Shoesmith, Thomas P.
Simms, John W.
Simpson, Daniel H.
Singer, Norman A.
Smith, Dane F.
Smith, David W.
Smith, N. Shaw
Smith, Richard J.
Smith II, Walter B.
Solitario, Thomas P.
Sorenson, Maxine E.
Sorenson, Roger A.
Sparks, Joseph C.
St. F. Post, Richard
Steigman, Andrew L.
Stewart, J. Todd
Stout, Charles
Streator, Edward J.
Surprise, Robert J.
Sutton, Gerald M.
Thompson, Alan R.
Thompson, John B.
Tice, Donald C.
Tienken, Arthur T.
Todman, Terrence A.
Treichel, James
Vellott, La Rue
Vickers, Harold E.
Viets, Richard N.
Watson, Bobby L.
Wayker, Charles D.
Wilkinson, Edward H.
Williams, Carman C.
Williams, James A.
Willow, Ruth
Wrampelmeier, Brooks
Wright, Roderick M.
York, Charles T. □

Commissioning Tenure Board recommends 21

The Commissioning and Tenure Board has completed its review of the files of 53 officers who were eligible for consideration at its August session. Of the 53, four were lateral entrants. The board recommended that 21 Class FS-4 officers and three lateral entrants be granted tenure. Thirty-one Class FS-4 officers were being reviewed for the first time and, of those, 10 were recommended for tenure. Five of the candidates (one FO and four FP career candidates with four-year limited appointments) were before the board for final review; all were recommended for tenure.

Candidates recommended for tenure will receive the benefits described in FAMC 749 and will be reviewed for promotion by the Class FS-4 Selection Board that will convene next summer. Following is the list of those recommended for tenure:

Augustine, Peter K.
Blair, Donna M.
Butler, William M.
Callahan, James P.
Cloun, Jr., John A.
Hanniffy, Brendan
Johnson, Susan R.
Lee, George
Lehel, Anna M.
Loken, Keith
Malloy, Eileen A.
Marandino, Gerard E.
McConnel, Kevin
Nudell, Mayer
Otto, Olaf N.
Payne, Suzanne P.
Perez, Carlos
Pipal, Suella
Scanlan, Francis T.
Stafford III, Joseph
Tagliani, William R.
Whiteside, Ruth A.
Wiener, Sharon A.
Yarvin, Herbert ■

Plotting in Panama

The only way to protect yourself against your colleagues, if you happen to be assigned to Panama, is to stand guard in your office 24 hours a day. Donald Schoeb, counselor for administrative affairs, learned this recently. In a moment of ill-advised insouciance, he decided to take home leave—at a time when remodeling work was going forward at the embassy. He said to his colleagues, over his shoulder, as he left: "Whatever you decide on office allocations is fine with me, but just don't alter my office space."

They decided, for the fun of it, to take him literally. With Mr. Schoeb no longer on sentry duty in his office, and with no one there to look after his interests, they did not tamper with his office *space* as such—but the office furniture was another matter. They replaced all of it with scrap material. Plywood boards took the place of his desk, an old piece of styrofoam was substituted for his sofa, his modern telephone was taken out and an antiquated one was moved in. And so forth.

When Mr. Schoeb returned, the post reported, he seemed to agree it was very, very funny.

Homecoming for *Donald Schoeb*, right, was an event that his colleagues, including Ambassador *Ambler H. Moss Jr.*, left, and public affairs officer *Robert Powers*, in doorway, left, decided that they couldn't miss.

DEPARTMENT OF STATE SALARY CHART 1981

RATES EFFECTIVE October 4, 1981 *Authorized by Executive Order 12330*

Senior Executive Service and Senior Foreign Service Schedule

ES-1	$54,755*	ES-3	$59,119*	ES-5	$62,950*
ES-2	$56,936*	ES-4	$61,300*	ES-6	$64,600**

CATEGORY AND GRADE		STEP RATES WITHIN GRADE OR CLASS (DOLLARS)													
GS	FS	1	2	3	4	5	6	7	8	9	10	11	12	13	14
18		75,177*													
17		64,142*	66,280*	68,418*	70,556*	72,694*									
16		54,755*	56,580*	58,405*	60,230*	62,055*	63,880*	65,705*	67,530*	69,355*					
15		46,685	48,241	49,797	51,353*	52,909*	54,465*	56,021*	57,577*	59,133*	60,689*				
	1	46,685	48,086	49,528	51,014*	52,544*	54,121*	55,744*	57,417*	59,139*	60,689*	60,689*	60,689*	60,689*	60,689*
14		39,689	41,012	42,335	43,658	44,981	46,304	47,627	48,950	50,273*	51,596*				
	2	37,829	38,964	40,133	41,337	42,577	43,854	45,170	46,525	47,921	49,358	50,839*	52,364*	53,935*	55,553*
13		33,586	34,706	35,826	36,946	38,066	39,186	40,306	41,426	42,546	43,666				
	3	30,653	31,573	32,520	33,495	34,500	35,535	36,601	37,699	38,830	39,995	41,195	42,431	43,704	45,015
12		28,245	29,187	30,129	31,071	32,013	32,955	33,897	34,839	35,781	36,723				
	4	24,838	25,583	26,351	27,141	27,955	28,794	29,658	30,548	31,464	32,408	33,380	34,382	35,413	36,475
11		23,566	24,352	25,138	25,924	26,710	27,496	28,282	29,068	29,854	30,640				
10		21,449	22,164	22,879	23,594	24,309	25,024	25,739	26,454	27,169	27,884				
	5	20,126	20,730	21,352	21,992	22,652	23,332	24,031	24,752	25,495	26,260	27,048	27,859	28,695	29,556
9		19,477	20,126	20,775	21,424	22,073	22,722	23,371	24,020	24,669	25,318				
	6	17,992	18,532	19,088	19,660	20,250	20,858	21,483	22,128	22,792	23,475	24,180	24,905	25,652	26,422
8		17,634	18,222	18,810	19,398	19,986	20,574	21,162	21,750	22,338	22,926				
	7	16,084	16,567	17,064	17,575	18,103	18,646	19,205	19,781	20,375	20,986	21,616	22,264	22,932	23,620
7		15,922	16,453	16,984	17,515	18,046	18,577	19,108	19,639	20,170	20,701				
	8	14,379	14,810	15,255	15,712	16,184	16,669	17,169	17,684	18,215	18,761	19,324	19,904	20,501	21,116
6		14,328	14,806	15,284	15,762	16,240	16,718	17,198	17,674	18,152	18,630				
	9	12,854	13,240	13,637	14,046	14,467	14,901	15,348	15,809	16,283	16,772	17,275	17,793	18,327	18,877
5		12,854	13,282	13,710	14,138	14,566	14,994	15,422	15,850	16,278	16,706				
4		11,490	11,873	12,256	12,639	13,022	13,405	13,788	14,171	14,554	14,937				
3		10,235	10,576	10,917	11,258	11,599	11,940	12,281	12,622	12,963	13,304				
2		9,381	9,603	9,913	10,178	10,292	10,595	10,898	11,201	11,504	11,807				
1		8,342	8,620	8,898	9,175	9,453	9,615	9,890	10,165	10,178	10,439				

**Basic pay is limited by Section 5308 of Title 5 of the United States Code and by Public Law 97-51 to the rate for level V of the Executive Schedule which is $50,112.50.*

***The maximum rate payable at this level is $50,112.50 for individuals whose payable salary on September 30, 1980 was $50,112.50 or less, and the maximum rate payable at this level is $52,750 for individuals whose payable salary on September 30, 1980 was $52,750.*

—(Continued from Page 1)

self realized that he was not an intimate of F.D.R., who had picked Hull as Secretary not for his views on foreign policy, but for political reasons. In 1933, for example, F.D.R. sent Hull to the London Economic Conference without consulting him on the makeup of the delegation, then embarrassed him by suddenly withdrawing the United States from the meeting. That same year, Rexford Tugwell, a presidential assistant and F.D.R. confidant, noted that "Hull doesn't know half of what goes on." It is no secret that F.D.R. conspicuously excluded Hull from important conferences, and preferred consulting with Hopkins, Morgenthau, Bullitt and Welles (who in 1937 was appointed under secretary by F.D.R. to keep the President informed of developments there).

Chip Bohlen, in his excellent book "Witness to History," described Hull's relationship to Roosevelt this way: "He was not one of Roosevelt's favorites . . . Hull did not attend any of the summit meetings. The situation was destructive of morale for many of us in the Department, and we were most unhappy about it. Hull's . . . great weakness was his sense of overdeference toward the office of the President. He didn't seem to realize that Roosevelt expected his subordinates to take the initiative in bringing ideas to him, in discussing matters by telephone and in person. If you remained silent, you were out of mind. Once when I was in Hull's office, he said, pointing to the telephone, 'If the President wishes to speak to me, all he has to do is pick up that telephone, and I'll come running. It is not for me to bother the President of the United States.'" After leaving office, Hull admitted that he had suffered "humiliations" but that he had "just kept right on."

Certainly F.D.R. was fortunate in having such a loyal lieutenant. To argue, however, that Dr. Trask has made "inaccurate" and "misrepresented" statements about Cordell Hull cannot be supported by the historical record.

Sincerely,
MICHAEL J. GUIGNARD
U.S. consulate ☐

Keep the spirit of life burning for all seasons. Give blood to the Red Cross on December 30. Call Dorothy Collins, X22283 or X21212 for an appointment.

Our peripatetic Pohl

NIAMEY, NIGER

DEAR SIR:

The assignment and tour-of-duty cycle has caught up with me and my wife Joy, who also is assigned here as secretary to the ambassador. With our own transfers looming, the following "Transfer Tremor" has been penned:

I was almost transferred, but Joy and I decided to retire on January 6 and move to ESTES PARK, where we will be able to relax without having to worry about protoCOL OR A DOzen or more related items, and just enjoy life after combined careers totalling more than 55 years of U.S. Government service.

ebp

Mrs. Pohl

And so, no more transfers for us. Mine have taken me to Egypt, France, Philippines, France, Germany, Panama, Italy, Germany, Tunisia, Saudi Arabia, Haiti, Switzerland and Niger. Joy's assignments began in Korea, where she was evacuated to Japan, then on to Paris, where we met and married, after which our assignments paralleled.

But even without transfers, I hope to keep in touch, and when the snow is deep in the Rockies, and I can't get out, then perhaps there will be time to sit and think up a few more TTs.

Best regards,
EDWARD B. POHL
(Alias ebp)

Let's hear it for ebp! The editor vows to keep him in bondage. ☐

Transfer Tremors .... by ebp

I was almost transferred to GHANA, but some maniAC CRAshed into my car the day I was to leave.

I was almost transferred to JAPAN, but like a SAP, POR O' me turned it down.

I was almost transferred to the GERMAN DEMOCRATIC REPUBLIC, but the government-furnished quarters didn't have my required orthopedic slumBER LINe mattress.

'Masterpiece'

SINAI FIELD MISSION

DEAR SIR:

Particularly for those of your readers who thought that they had outgrown those pleasurable, uncontrollable laughing fits, I highly recommend the reading of Airgram A-2425, dated September 29, 1981, on "Subject: Home Service Transfer Allowance." Don't get discouraged after the first two or three pages—this masterpiece of absurdity gets better as you read on, culminating on the last page with an absolutely riotous Einsteinian formula for computing the allowance (subsistence expense portion only). I would be remiss in not tempering my recommendation with the warning that, depending on the reader's mood, A-2425 may cause tears of despair instead of hysterical laughter (little difference, of course, psychologically).

I hope the trend toward needlessly complicated regulations will be re-

Buy U.S. savings bonds regularly on the Payroll Savings Plan.

versed by reaction to this most extreme example to date. Had I not been so thoroughly amused, I might actually have attempted to explain the obvious—why such regulations can only be labeled as ridiculous.

Sincerely,
ALFRED J. MCGINNESS
Administrative officer ☐

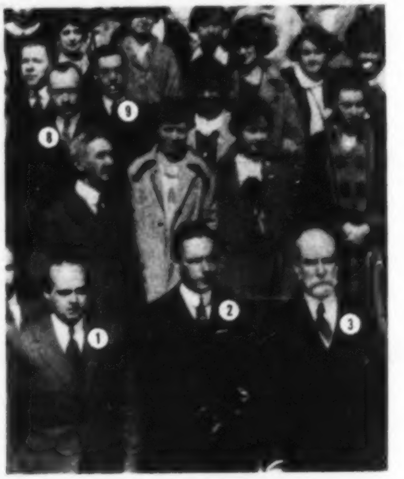
It is I

FRANKLIN N.H.

DEAR SIR:

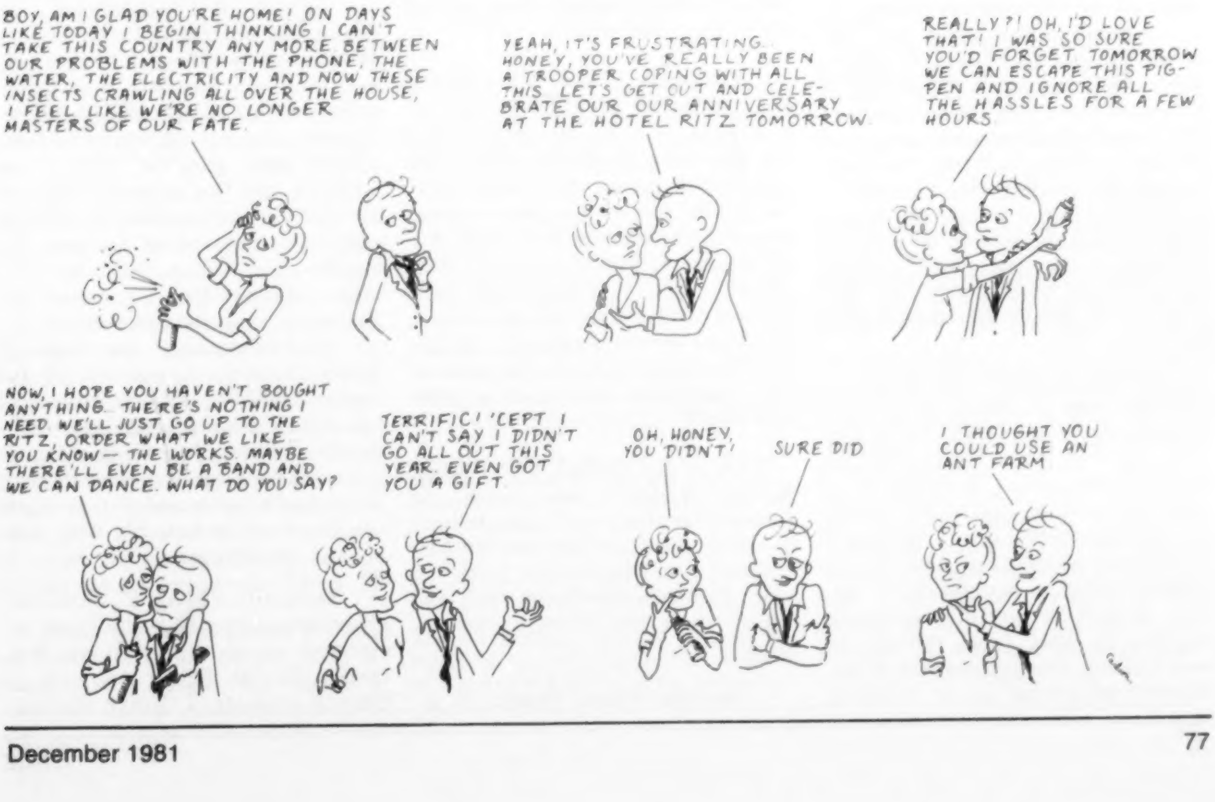
My daughter, the Rev. Elizabeth Wisener, has sent me Page 91 of your August-September issue with its identification of some of the individuals pictured on the cover of your June issue, and has practically ordered me to write you to correct one erroneous identification. No. 9 is identified as a picture of Dorsey Richardson whereas in fact it is a picture of me. Dorsey and I were very good friends, but the friendship never got to the point of our exchanging identities. I lost touch with him many years ago. If he should write complaining bitterly at having been confused, in photography, with me I should welcome his present address.

Sincerely,
SPENCER PHENIX ■



STATEMENTS

By
Cathy A.
Carlson


BOY, AM I GLAD YOU'RE HOME! ON DAYS LIKE TODAY I BEGIN THINKING I CAN'T TAKE THIS COUNTRY ANY MORE. BETWEEN OUR PROBLEMS WITH THE PHONE, THE WATER, THE ELECTRICITY AND NOW THESE INSECTS CRAWLING ALL OVER THE HOUSE, I FEEL LIKE WE'RE NO LONGER MASTERS OF OUR FATE.
YEAH, IT'S FRUSTRATING... HONEY, YOU'VE REALLY BEEN A TROOPER COPING WITH ALL THIS. LET'S GET OUT AND CELEBRATE OUR OUR ANNIVERSARY AT THE HOTEL RITZ TOMORROW.
REALLY?! OH, I'D LOVE THAT! I WAS SO SURE YOU'D FORGET. TOMORROW WE CAN ESCAPE THIS PIG-PEN AND IGNORE ALL THE HASSLES FOR A FEW HOURS.
NOW, I HOPE YOU HAVEN'T BOUGHT ANYTHING. THERE'S NOTHING I NEED. WE'LL JUST GO UP TO THE RITZ, ORDER WHAT WE LIKE. YOU KNOW— THE WORKS. MAYBE THERE'LL EVEN BE A BAND AND WE CAN DANCE. WHAT DO YOU SAY?
TERRIFIC! 'CEPT I CAN'T SAY I DIDN'T GO ALL OUT THIS YEAR. EVEN GOT YOU A GIFT.
OH, HONEY, YOU DIDN'T!
SURE DID
I THOUGHT YOU COULD USE AN ANT FARM

Obituaries

John F. Simmons, Jr., 44, a Foreign Service officer assigned to London as first secretary, died of cancer on October 29, in Washington. He was the son of the late John Farr Simmons, who was chief of protocol during the Truman and Eisenhower administrations.

Mr. Simmons

Mr. Simmons joined the Foreign Service in 1963. He served as vice consul in Damascus and Mexico City. Assigned to the Department in 1968, he served in the Bureau of Inter-American Affairs until 1970, when he was transferred to Paris as economic/commercial officer. After a detail to the Office of Economic Opportunity, he was assigned to the Bureau of Economic and Business Affairs. In 1979, he was appointed to the International Economics Policy Staff in the Bureau of International Organization Affairs.

A native of Washington, D.C., Mr. Simmons graduated from St. Alban's School. He earned a bachelor's at Princeton and a master's at John Hopkins School of Advanced International Studies, in Bologna, Italy. Survivors include his mother, two brothers, a half-sister and two nieces. The family suggests contributions to St. Alban's, Princeton, the American Foreign Service Association scholarship program or Hospice Care, Washington, D.C. □

Lester E. Miller, whose last assignment was to Seoul as building services specialist in 1973, died on October 12. Joining the Foreign Service in 1945, he served in Rome as a chauffeur and mechanic. He was a guard in Bratislava, then a messenger supervisor and depot superintendent in Vienna. After an assignment to Manila, he was appointed maintenance engineer in Jidda. From 1960-66, he was building superintendent in Rome. His next assignment was to Vientiane as general services assistant. Mr. Miller retired in 1978. Survivors include his wife and two daughters. □

David Bowman, 55, a communications and records officer in the Communications Center since 1979, died after a heart attack, at George Washington University Hospital, on October 28.

Mr. Bowman

Joining the Foreign Service in 1949, he served in the Department until 1954, when he was assigned to Panama as a mail and records clerk. Subsequent assignments were to Isfahan, Tabriz, Paris, Manila, New Delhi and London. He became a communications and records officer in 1974, and served in that capacity in Athens, Rome and Frankfurt.

During the war, Mr. Bowman served in the Army. Survivors include his wife and two sons. □

Elizabeth J. Rex, 58, a retired Foreign Service disbursement officer, died on August 30. Ms. Rex worked for the Navy Department for five years before joining the Foreign Service in 1947. Her assignments included Shanghai and Athens, as a clerk; Rio de Janeiro, as assistant disbursement officer; Quito, as disbursement officer; and Canberra and Kuala Lumpur, as budget/fiscal/disbursement officer. Ms. Rex served in the Department from 1964 until she retired in 1970. Survivors include a brother. □

Leone A. Caughell, 63, a Foreign Service secretary who served in Rangoon for nine years before retiring in 1977, died on October 1. Ms. Caughell joined the Foreign Service in 1958. She served in Beirut, Taiz and Tokyo. There are no known survivors. □

Vondelia Odessa Truell, 28, assigned to Mexico City as consular officer and second secretary, drowned on November 14 in Acapulco. She served in Port-of-Spain from 1978, when she joined the Foreign Service, until her assignment to Mexico City in September 1980.

Ms. Truell

Born in New York City, Ms. Truell graduated from New York University in 1975. From 1969-75 she was employed by the New York Telephone Co. as an operator, then as a business office representative. She worked for the Smithsonian Institution in Washington, 1976-77, and was an air traffic control specialist with the Federal Aviation Administration in Martinsburg, W. Va., 1977-78.

Survivors include one brother and one sister. □

Robert B. Memminger, 76, whose last assignment before retiring in 1961 was to Toronto as consul general, died on September 23. Mr. Memminger served as counselor in Athens, Panama and Rome. He was second secretary and consular officer in Baghdad, and first secretary and consular officer in Damascus. In 1956, he was appointed special assistant for Baghdad Pact affairs. Other posts include Montevideo, Toronto and Zagreb, where he was vice consul.

Mr. Memminger was born in South Carolina. A graduate of the University of Virginia, he completed law school there in 1928 and was a member of the Virginia bar. Before joining the Foreign Service in 1935, he worked as a writer and a stage director. Survivors include his wife, Catalina G. Memminger. □

Samuel G. Ebling, 87, a consular officer who retired in 1951 after an assignment to Cardiff, died on September 18. Mr. Ebling was born in Ohio. A graduate of George Washington University, he also attended the Université de Nancy in France and the Centrol de Estudies Históricos in Madrid. He worked for the Department of Agriculture and War Trade Board and served overseas in the Army before joining the Foreign Service in 1919. Mr. Ebling served in Marseille, Paris, Stockholm, Penang, Bremen, Corinto, Lourenco Marques, Izmir, Tehran, Tabriz, Luanda and Southhampton. Survivors include a sister. ☐

Stanley G. Slavens, 77, a consular officer who retired in 1953, died on October 6. Joining the Foreign Service in 1928, he served as vice consul in Tegucigalpa, Puerto Cortes, Buenos Aires, Baghdad, Tokyo and Yokohama. In 1942 he was appointed second secretary and consular officer in Havana. Subsequent assignments were to Torreón, Monterrey and Ciudad Trujillo.

Mr. Slavens was born in Ohio. He earned a bachelor's and master's at the University of Texas, and also attended the University of Paris. From 1927-37 he was a member of the Officer Reserve Corps. Survivors include his wife. ☐

Arthur Williams, 88, a retired consular officer whose last assignment was to Agua Prieta in 1949, died in Cochise Community Hospital, in Arizona, on October 6. His first assignment was to La Guaira in 1921. Other posts included Caracas, Moncton, Neuvo Laredo, Cartagena and Cali. In 1942, he was appointed third secretary and consular officer to Panama. He also served in Colon and Niagara Falls before retiring in 1952.

Mr. Williams was born in Denver. He graduated from the University of Pennsylvania and from the Wharton School of Finance and Commerce. From 1917–19, he served in the Army. Survivors include his wife, one daughter, one son and two grandchildren. ☐

Hisae I. (Jumie) Leech, 51, wife of Foreign Service officer John J. Leech, who is a Latin American Area officer in the Office of Foreign Buildings, died on November 8 after a lengthy illness. She had accompanied her husband on assignments which included Yokohama, Lima, Quito, Mexico CIty, Kuala Lumpur, Phnom Penh, Vientiane and Tehran. Mrs. Leech leaves her husband, of 1112 Waynewood Blvd., Alexandria, Va. 22308, and a son and daughter. ■

State Department's current publications

Following is a list of current publications released by the Bureau of Public Affairs, of interest to those who wish to follow certain issues closely, or who write and/or give speeches on foreign policy. The publications are available in the Department of State library in Washington and in the post libraries overseas. Free, single copies may be obtained from the Public Information Service, Bureau of Public Affairs, Department of State, Washington, D.C. 20520. Telephone: (202) 632-6575-6.

Secretary Haig

"Arms Control and Strategic Nuclear Forces," Senate Foreign Relations Committee, November 4, 1981 (Current Policy No. 339).

African affairs

"U.S. Interests in Africa, Chester A. Crocker, assistant secretary for African affairs, Council on Foreign Relations, New York, October 5, 1981 (Current Policy No. 330).

Arms control

"Prospects for Arms Control," Eugene V. Rostow, director of the Arms Control and Disarmament Agency, Committee I of the UN General Assembly, October 21, 1981 (Current Policy No. 336).

Developing states

"Role of the Private Sector in Developing Countries," M. Peter McPherson, administrator of the Agency for International Development, and excerpts from the statement by Robert D. Hormats, assistant secretary for economic and business affairs, Subcommittee on Trade, Productivity and Economic Growth of the Joint Economic Committee, October 19, 1981 (Current Policy No. 329).

East Asian and Pacific affairs

"Recent Developments in Indochina," John H. Holdridge, assistant secretary for East Asian and Pacific affairs, Subcommittee on East Asia and Pacific Affairs, House Foreign Affairs Committee, October 22, 1981 (Current Policy No. 334).

European affairs

"Atlantic Prospects 1981-90," Walter J. Stoessel, under secretary for political affairs, Atlantic Institute, Brussels, October 24, 1981 (Current Policy No. 333).

"Preserving Western Independence and Security," Lawrence S. Eagleburger, assistant secretary for European affairs, North Atlantic Assembly, Munich, Germany, October 15, 1981 (Current Policy No. 327).

International economics

"New Challenges in International Investment," Robert D. Hormats, assistant secretary for economic and business affairs, Economic Policy Council, UN Association, Washington, D.C., September 18, 1981 (Current Policy No. 316).

"New and Renewable Sources of Energy," Stanton D. Anderson, special representative of President Reagan and head of U.S. delegation to the UN Conference on New and Renewable Sources of Energy, Nairobi, August 13, 1981 (Current Policy No. 315).

Near Eastern and South Asian affairs

"Pursuing Peace and Security in the Middle East," Nicholas A. Veliotes, assistant secretary for Near Eastern and South Asian affairs, Subcommittee on Europe and the Middle East, House Committee on Foreign Affairs, October 21, 1981 (Current Policy No. 332).

GISTS

New World Information Order (10/81).

Background Notes

Brazil (9/81).
Colombia (10/81).
Dominican Republic (10/81).
San Marino (9/81).
Vatican City (9/81). ☐

International radio group sets public meeting

Study Group 1 of the U.S. Organization for the International Radio Consultative Committee will meet on December 8 at 9:30 a.m. in Room 856, Federal Communications Commission, 1919 M Street N.W. The group deals with matters relating to frequency sharing, taking into account the attainable characteristics of radio equipment and systems; principles for classifying emissions; and the measurement of emission characteristics and spectrum occupancy. ☐

Library Booklist

South Asia

Part II*

Amnesty International. *Violations of human rights and fundamental freedoms in the Democratic Republic of Afghanistan.* London, Amnesty International, 1979. 34p. JC599.A3V56

Anderson, Jon W., ed. *Ethnic processes and intergroup relations in contemporary Afghanistan.* New York, Afghanistan Council of the Asia Society, 1978. DS354.5.E85

Baldev. *Global impact of Afghan crisis.* New Delhi, International Reporter, 1980. 210p. DS371.2.B3

Barfield, Thomas. *The Central Asian Arabs of Afghanistan.* Austin, Univ. of Texas, 1981. 208p. On order.

Chaftetz, David. *A journey through Afghanistan: a memorial.* Chicago, Regnery Gateway, 1981. 254p. On order.

Dupree, Louis. *Afghanistan.* Princeton, N.J., Princeton University Press, 1980. 768p. DS351.5.D86

Kakar, M. Hasan. *Government and society in Afghanistan; the reign of Amir 'Abd al-Bahman Khan.* Austin, Univ. of Texas Press, 1979. 328p. DS365.K32

Michaud, Roland. *Afghanistan.* London, Thames Hudson, 1980. 121p. DS351.M513 (Primarily photographs)

Monks, Alfred L. *The Soviet intervention in Afghanistan, 1979–1980.* Washington, American Enterprise Institute for Public Policy Research, 1981. 60p. DS371.2.M66

Newell, Nancy P. *The struggle for Afghanistan.* Ithaca, Cornell Univ., 1981. 236p. DS371.2.N48

O'Connor, Ronald W., ed. *Managing health systems in developing areas: experiences from Afghanistan.* Lexington, Mass., Lexington Books, 1980. 314p. RA771.7.A3M36

The truth about Afghanistan: documents, facts, eyewitness reports. Moscow, Novost: Press Agency, 1980. 157p. DS371.2.T78

United States. Congress. House. Committee on Foreign Affairs. *Crisis in the subcontinent; Afghanistan and Pakistan: hearings.* Washington, D.C., GPO, 1980. 41p. DS357.6.U5U54

Pakistan

Ahmed, Manzooruddin, ed. *Contemporary Pakistan: politics, economy, and society.* Durham, N.C., Carolina Academic Press, 1980. 269p. DS384.Q34 1978

Agarwal, H. O. *Kashmir problem, its legal aspects.* Allahabad, Kibab Mahal, 1979. 194p. DS485.K2A376

Burki, Shahid J. *Pakistan under Bhutto, 1971–1977.* New York, St. Martin's, 1980. 245p. DS384.B88

Hasan, Masuma. *Pakistan in a changing world.* Karachi, Pakistan Inst. of International Affairs, 1978. 258p. DS383.5.A2P336

Hussain, Asaf. *Elite politics in an ideological state: the case of Pakistan.* Kent, Eng., Dawson, 1979. 212p. HN690.5.Z9E43

Islam, Nurul. *Foreign trade and economic controls in development: the case of united Pakistan.* New Haven, Ct., Yale Univ. Press, 1981. 320p. On order.

Naim, C. M., ed. *Iqbal, Jinnah and Pakistan: the vision and the reality.* Syracuse, N.Y., Syracuse Univ., 1979. 216p. DS481.I65I69

Palit, D. K. *Pakistan's Islamic bomb.* New Delhi, Vikas, 1979. UA853.P3P34

Sayeed, Khalid B. *Politics in Pakistan: the nature and direction of change.* New York, Praeger, 1980. 194p. DS384.S29

Schofield, Victoria. *Bhutto, trial and execution.* London, Cassell, 1979. 250p. DS385.B5S36

Stanford, Richard A. *Rural development in Pakistan.* Durham, N.C., Carolina Academic Press, 1980. 164p. HN690.5.29C687

Taseer, Salmaan. *Bhutto, a political biography.* London, Ithaca Press, 1979. 208p. DS385.B5T37

White paper on the performance of the Bhutto regime. Islamabad, Govt. of Pakistan, 1979. DS384.P323 1979

Ziring, Lawrence. *Pakistan, the enigma of political development.* Boulder, Colo., Westview, 1980. 294p. DS384.Z58

Bangladesh

Ahmed, Raisuddin. *Foodgrain supply, distribution, and consumption policies within a dual pricing mechanism: a case study of Bangladesh.* Washington, International Food Policy Research Inst., 1979. 82p. HD9016.B352A45

Alamgir, Mohiuddin. *Bangladesh: a case of below poverty level equilibrium trap.* Dacca, Bangladesh Inst. of Development Studies, 1978. 186p. HC440.8.A59

Ahmed, Moudud. *Bangladesh: constitutional quest for autonomy: 1950–1971.* Wiesbaden, Steiner, 1978. 373p. JQ632.A27

Blair, Harry W. *Voting, caste, community, society: explorations in aggregate data analysis in India and Bangladesh.* New Delhi, Young Asia, 1979. 199p. JQ292.B55

Faaland, Just. *Aid and influence: the case of Bangladesh.* New York, St. Martin's, 1981. 202p. HC440.8.F29

Jannuzi, F. Tomasson. *The agrarian structure of Bangladesh: an impediment to development.* Boulder, Colo., Westview Press, 1980. 150p. HD880.6.Z63J35

Stepanek, Joseph F. *Bangladesh, equitable growth?* New York, Pergamon, 1979. 191p. HC440.8.S75

Sukhwant Singh, S., *The liberation of Bangladesh.* New Delhi, Vikas, 1980. 230p. DS442.6.S84 vol. 1

Bhutan, Nepal and Sikkim

Blaikie, Piers M. *Nepal in crisis: growth and stagnation at the periphery.* New York, Oxford Univ. Press, 1980. 311p. HC497.N38B56

Chopra, Pran N. *Sikkim.* New Delhi, S. Chand, 1979. 113p. DS485.S5C49

Rose, Leo E. *Nepal: profile of a Himalayan kingdom.* Boulder, Colo., Westview Press, 1980. 144p. DS4934.R67

Rustomji, Nari. *Bhutan: the dragon kingdom in crisis.* New York, Oxford Univ. Press, 1978. 150p. DS485.B503R8

Shaha, Rishikesh. *Nepal: politics: retrospect and prospect.* New York, Oxford Univ. Press, 1978. 291p. JQ1825.N4S46 1978

Seddon, Di, ed. *Peasants and workers in Nepal.* Warminster, Eng., Aris & Phillips, 1979. 214p. HD8670.9.P35

Slusser, Mary S. *Nepal mandala: a cultural study of the Kathmandu Valley.* Princeton, N.J., Princeton Univ. Press, scheduled for 1982. 2 vols.

Tibet

Aziz, Barbara Nimri. *Tibetan frontier families: reflections of three generations from O'ing-ri.* New Delhi, Vikas, 1978. 292p. GN635.T5A93

Burman, Bina Roy. *Religion and politics in Tibet.* New Delhi, Vikas, 1979. 180p. DS786.B87

Mehra, Parshotam. *The North-eastern frontier: a documentary study of the internecine rivalry between India, Tibet, and China.* Delhi, Oxford Univ. Press, 1979. DS450.T5N67

Salisbury, Charlotte. *Tibetan diary: travels along the ancient silk route.* New York, Walker, 1981. On order

Tucci, Giuseppe. *The religions of Tibet.* Berkeley, Univ. of California Press, 1980. 340p. BL1945.T5T815

Tung, Rosemary Jones. *A portrait of lost Tibet.* New York, Holt, Rinehart and Winston, 1980. 224p. DS786.T86 ■

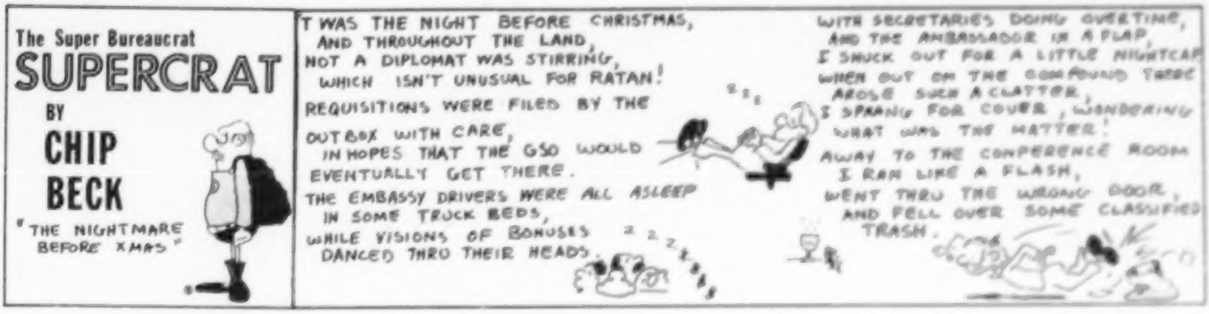
Library Services

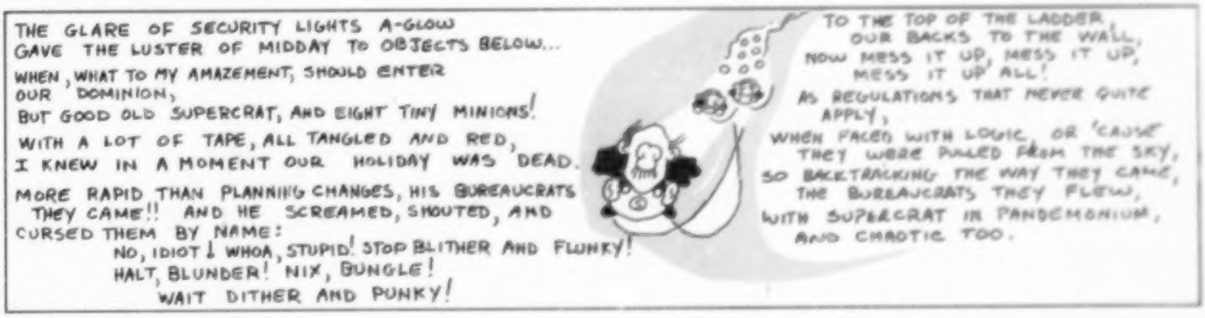
—Loan of books, periodicals, and government documents.

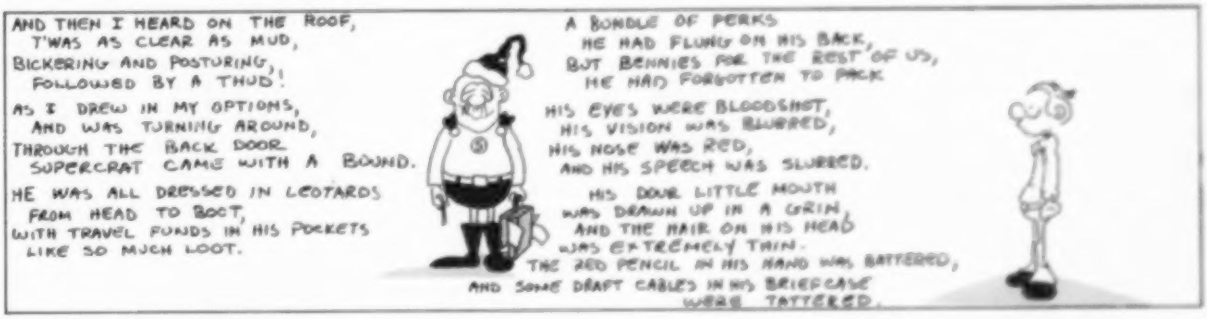
—Locating and borrowing items from other libraries.

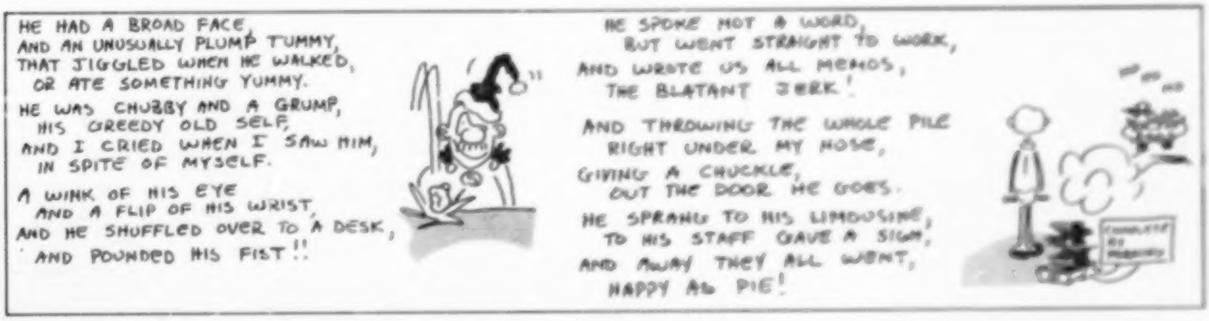
---

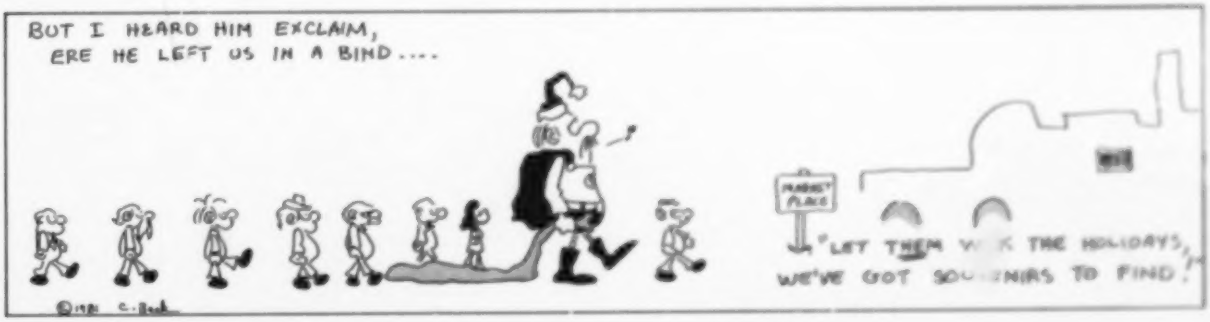
*Part I covered India and Sri Lanka. Call numbers are given for books in the Department Library.


The Super Bureaucrat
SUPERCRAT
BY
CHIP
BECK
"THE NIGHTMARE BEFORE XMAS"
'T WAS THE NIGHT BEFORE CHRISTMAS,
AND THROUGHOUT THE LAND,
NOT A DIPLOMAT WAS STIRRING,
WHICH ISN'T UNUSUAL FOR RATAN!
REQUISITIONS WERE FILED BY THE
OUTBOX WITH CARE,
IN HOPES THAT THE GSO WOULD
EVENTUALLY GET THERE.
THE EMBASSY DRIVERS WERE ALL ASLEEP
IN SOME TRUCK BEDS,
WHILE VISIONS OF BONUSES
DANCED THRU THEIR HEADS.
WITH SECRETARIES DOING OVERTIME,
AND THE AMBASSADOR IN A FLAP,
I SNUCK OUT FOR A LITTLE NIGHTCAP
WHEN OUT ON THE COMPOUND THERE
AROSE SUCH A CLATTER,
I SPRANG FOR COVER, WONDERING
WHAT WAS THE MATTER!
AWAY TO THE CONFERENCE ROOM
I RAN LIKE A FLASH,
WENT THRU THE WRONG DOOR,
AND FELL OVER SOME CLASSIFIED
TRASH.


THE GLARE OF SECURITY LIGHTS A-GLOW
GAVE THE LUSTER OF MIDDAY TO OBJECTS BELOW...
WHEN, WHAT TO MY AMAZEMENT, SHOULD ENTER
OUR DOMINION,
BUT GOOD OLD SUPERCRAT, AND EIGHT TINY MINIONS!
WITH A LOT OF TAPE, ALL TANGLED AND RED,
I KNEW IN A MOMENT OUR HOLIDAY WAS DEAD.
MORE RAPID THAN PLANNING CHANGES, HIS BUREAUCRATS
THEY CAME!! AND HE SCREAMED, SHOUTED, AND
CURSED THEM BY NAME:
NO, IDIOT! WHOA, STUPID! STOP BLITHER AND FLUNKY!
HALT, BLUNDER! NIX, BUNGLE!
WAIT DITHER AND PUNKY!
TO THE TOP OF THE LADDER,
OUR BACKS TO THE WALL,
NOW MESS IT UP, MESS IT UP,
MESS IT UP ALL!
AS REGULATIONS THAT NEVER QUITE
APPLY,
WHEN FACED WITH LOGIC, OR 'CAUSE
THEY WERE PULLED FROM THE SKY,
SO BACKTRACKING THE WAY THEY CAME,
THE BUREAUCRATS THEY FLEW,
WITH SUPERCRAT IN PANDEMONIUM,
AND CHAOTIC TOO.


AND THEN I HEARD ON THE ROOF,
T'WAS AS CLEAR AS MUD,
BICKERING AND POSTURING,
FOLLOWED BY A THUD!
AS I DREW IN MY OPTIONS,
AND WAS TURNING AROUND,
THROUGH THE BACK DOOR
SUPERCRAT CAME WITH A BOUND.
HE WAS ALL DRESSED IN LEOTARDS
FROM HEAD TO BOOT,
WITH TRAVEL FUNDS IN HIS POCKETS
LIKE SO MUCH LOOT.
A BUNDLE OF PERKS
HE HAD FLUNG ON HIS BACK,
BUT BENNIES FOR THE REST OF US,
HE HAD FORGOTTEN TO PACK
HIS EYES WERE BLOODSHOT,
HIS VISION WAS BLURRED,
HIS NOSE WAS RED,
AND HIS SPEECH WAS SLURRED.
HIS DOUR LITTLE MOUTH
WAS DRAWN UP IN A GRIN,
AND THE HAIR ON HIS HEAD
WAS EXTREMELY THIN.
THE RED PENCIL IN HIS HAND WAS BATTERED,
AND SOME DRAFT CABLES IN HIS BRIEFCASE
WERE TATTERED.


HE HAD A BROAD FACE,
AND AN UNUSUALLY PLUMP TUMMY,
THAT JIGGLED WHEN HE WALKED,
OR ATE SOMETHING YUMMY.
HE WAS CHUBBY AND A GRUMP,
HIS GREEDY OLD SELF,
AND I CRIED WHEN I SAW HIM,
IN SPITE OF MYSELF.
A WINK OF HIS EYE
AND A FLIP OF HIS WRIST,
AND HE SHUFFLED OVER TO A DESK,
AND POUNDED HIS FIST!!
HE SPOKE NOT A WORD,
BUT WENT STRAIGHT TO WORK,
AND WROTE US ALL MEMOS,
THE BLATANT JERK!
AND THROWING THE WHOLE PILE
RIGHT UNDER MY NOSE,
GIVING A CHUCKLE,
OUT THE DOOR HE GOES.
HE SPRANG TO HIS LIMOUSINE,
TO HIS STAFF GAVE A SIGN,
AND AWAY THEY ALL WENT,
HAPPY AS PIE!


BUT I HEARD HIM EXCLAIM,
ERE HE LEFT US IN A BIND....
MARKET PLACE
"LET THEM W[illegible]K THE HOLIDAYS,
WE'VE GOT SOU[illegible]ENIRS TO FIND!"
©19[illegible] C. Beck

BUREAU OF PERSONNEL
DEPARTMENT OF STATE, U.S.A.
WASHINGTON, D.C. 20520

OFFICIAL BUSINESS

POSTAGE AND FEES PAID
DEPARTMENT OF STATE
STA-501

CONTROLLED CIRCULATION RATE

U.S.MAIL

If address is incorrect
please indicate change.
Do not cover or destroy ⟶
this address label.
Mail change of address to:
PA-OAP
Room 5815A